





LABOR'S PLACE IN HISTORY

IT SEEMS axiomatic that whenever industrial decision-makers start coping with onrushing technological challenges, they always overlook the gains that might be assured with the aid of workers generously reimbursed for their contribution.

Captains of industry will play feverishly with all the keys of progress, hoping to find the right one to unlock their wildest dreams of expansion and profit. They will juggle income and outgo ledgers. They will weigh ideas of merger and new products.

But they will not ask themselves the simple question to which every working man would agree there is only one, affirmative answer: "Will my employees be more willing to help me overcome my problems if they get a bigger cut of the pie?"

A case illustrating this perennial management oversight came to light at a recent, unheralded meeting in Amsterdam. Sponsored by the Organization for Economic Cooperation and Development, the meeting was officially titled, "The International Conference on Methods of Adjustment of Workers to Technical Change at the Plant Level."

Employers, trade unionists, civil servants, and researchers reportedly were in attendance at the meeting. Only the management view was publicized.

One personnel director noted that a certain type of industrial relations—based upon work force allegiance, to the boss who is the source of all favor, censure, and promotion—is obsolete. Now modern management is no longer so personal, he said. Instead, the relationship is abstract to the point that those responsible for the personnel function have to get the "understanding" of employees rather than their allegiance. He came up with a lot of ways to do this, but none included better wages and working conditions.

Another expert stressed that the internal organization of a company is of great importance to its employees. He referred particularly to job security, and inducements to cooperative thinking and co-responsibility. He, too, ignored better wages and working conditions.

Still another expert remarked that workers must abandon old ways of thinking and accept mechanization. At least, he did grant that there should be no worker hardship as a result of innovation. Also, he said, all workers who *try* to adjust to change must have the opportunity for promotion and higher wages.

The general feeling emerging from the meeting—in terms of people—seemed to be that individual workers must have blind confidence in over-all economic policy and in the benefits that innovation can bring them, even when their job is the first victim of change.

Clearly, there was a vacuum of worker viewpoint expressed at the OECD meeting—or at least very little of it reached public print.

For workers everywhere, there were two revelations to come from the meeting: (1) There is a growing corporate fear of the worker who no longer permits himself to be suckered into a phony allegiance, and (2) there will always be a need for trade unionism because workers need a vehicle to wring proper understanding from management.

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THE INTERNATIONAL Teamster DEDICATED TO SERVICE

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**Federal Highway Funds
Slashed Sharply in
Economy Drive**



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*From
The*



FIELD

Member Plays Santa 12 Months a Year

Eugene Gribble, a member of Teamster Local 299 in Detroit, Mich., devotes his spare time to keeping the Christmas spirit going 12 months a year.

Gribble, a driver for White Star Trucking, spends his evenings in his workshop where he creates a Christmas fantasy land.

It all started about 6 years ago when one of Gribble's neighbors needed someone to play St. Nick in a seasonal project. The Teamster donned the red suit and found himself hooked when looking into the innocent eyes of children and listening to their requests. He began performing as Santa, free of charge, at department stores.

After 4 years of this experience, Gribble decided he would like to be Santa on his own, without any commercial attachments. He bought a house trailer and began converting the interior into a Christmas scene.

He built a nativity scene, a Santa's bakeshop, a Santa's workshop, and Santa's big chair. Now each year, he holds forth with hearty "ho-ho's," in a real Santa Claus lair.

Each child who visits him is asked to register on a small rolltop desk. Nearby there is a special mail box which makes unusually quick deliveries to the "North Pole."

Gribble planned to enlarge his activity as Santa this year, including an arrival by helicopter into the heart of suburban Romulus, Mich., where he will listen to children's Christmas desires in a bigger, roomier fantasy land trailer recently loaned him by the McDonald Trailer Co. Gribble has been working on a pre-fab interior for the trailer all through the year.

As in the past, he planned to hold youngsters on his lap from 1 p.m. to 8 p.m. daily, passing out 4,000 candy canes which White Star donates to the cause each year.

Before and after working and "Santa" hours, Gribble makes special appearances without regard to religious denomination or sect.

Once asked why he devoted so much time and money to his Santa Claus hobby, Gribble simply pointed to a sign he has hanging in his trailer. The sign reads:

"The joy that you give to others is the joy that comes back to you."

California Teamster Aids 'Foster Children'

Edward Linehan, a trustee of Teamster Local 265 in San Francisco, Calif., a member for 40 years,

devotes his spare time and energy to providing an interim home for "foster children."

Over the past 25 years, according to Jim Strachan, Local 265 secretary-treasurer, Linehan's home has been a haven for 110 foster children.

Strachan, noting that Linehan would be the last person to seek recognition for this good deed, said the Teamster "does not know that I am sending these facts into 'From the Field.'"

At present, Linehan and his wife Isabel are providing a home for four foster children.

Taxi Driver Praised For Saving Youngster

General Morton, a member of Teamster Local 775 in Denver, recently was commended by Denver police for helping to rescue children in a house fire.

Morton had received a call to pick up a passenger near the burning house. As he approached, a woman ran out screaming for help.

The taxi driver responded by carrying the woman's daughter from a smoke-filled bedroom and then joined others in extinguishing a blaze that had ignited in the kitchen pantry.

Heart Exhibit Aided By Two Teamsters

Allen Burnett and Orv. Schlosser, Washington state Teamsters, recently contributed their services to help in moving the Washington State Heart Assn.'s 8-panel heart exhibit from place to place for public view.

The exhibit, "Know Your Heart," has been placed on view at several schools in different cities. Burnett, president of Teamster Local 313 in Tacoma, and Schlosser, a business agent for the same local union, have been driving equipment donated by trucking companies to transfer the display.

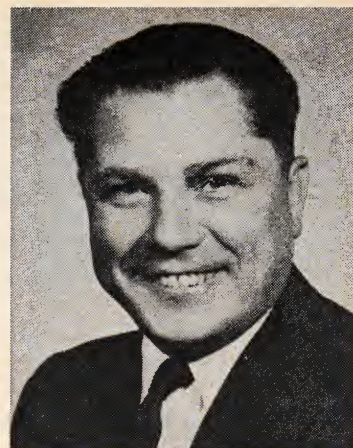
Vancouver Local Prexy Is Heart Victim

George Waithe, president of Teamster Local 464 of Vancouver, B.C., since 1955, died recently in Edmonton, Alberta, while visiting relatives.

Waithe had been ill for a year following a heart attack in December, 1965. He returned to work last June but suffered another attack while serving as a delegate to the International Union convention in Miami Beach, Fla.

Prior to coming to Vancouver, he served as president of a Teamster local union in Edmonton for 17 years.

Message of the General President



The New Year

TRADITIONALLY, this is the time of the year when one reflects on what has transpired during the past 12 months and resolves to do or not do certain things in the coming months, things which will enhance welfare and principles.

For a trade unionist, such resolutions have had great importance to the development of the labor movement because it is the working man and woman's resolve that he will band together collectively helping one another that is the backbone of unionism.

Such a resolution is easy to keep in times of depression and trouble. It is more difficult to keep, ironically, when the goal of unionism is more closely reached. A worker fighting for a decent wage or dignity on the job pulls up short when he comes upon a picket line. If he is of the stuff that makes a good union member, the last thing he will do is to cross that picketline.

However, when one is sailing along with relative economic prosperity, there is a great temptation to consider a picketline an annoyance. And it is this tendency which works wonders for the anti-labor employer trying to get by without paying a decent wage, without providing health and welfare, without providing pensions for retiring employees.

"Good and welfare of the union," used to be a significant phrase in the building of the trade union movement. I wonder just how significant it is today, and it might serve all union members well to pause and ask themselves what they have done lately for the good and welfare of the union to which they belong.

The old timers in our ranks could quickly outline a code of behavior for good trade unionists. They learned the code from the school of hard knocks, which sometimes is the best teacher of all. However, that code has been enlarged in recent years, and what was enough in the past is not enough today.

Because employers now depend upon government to interfere in free collective bargaining, because the lobbyists in Congress are continually

pushing for legislation to take away what has been gained at the bargaining table, the good trade unionist today must be active politically, must be a letter writer, constantly in communication with his representatives in Congress to remind those delegates that the needs of working men are best met by the free forces of collective bargaining.

We in the Teamsters perform a vital function in the nation's economy through the production, distribution, and delivery of goods. For this we demand and receive excellent wages and fringe benefits. As our employers prosper, we expect our fair share for our part in the productive and distribution process, and we intend to get our fair share.

In return, we expect that our members give a fair day's work for a fair day's pay. We expect that employers live up to agreements reached in collective bargaining, and the representatives of the rank-and-file are ever on the alert to see that contracts are enforced.

It is against this background that we move into the New Year. It should be understood in 1967 by our employers that we are the same Teamsters and union members that we were in 1966. Our principles have not changed, have only been re-avowed. We do so because our principles and resolutions have been good for us and have been good for the nation, too.

New Year's resolutions are sometimes the butt of jokes and fun, but they are no joke in the Teamsters union. So, as you face the new year, rededicate yourselves to the principles of sound and good trade unionism, and 1967 will hold forth new promise and new victories which will be for the benefit of all.

STATE OF THE UNION

A Dissent by Chief Justice Earl Warren

(Editor's Note: The following is the complete dissenting opinion in the recent Supreme Court ruling in the James R. Hoffa case, written by Chief Justice Earl Warren. It is presented here to alert our readers to Warren's feelings on the dangers of the conduct of the government in the prosecution of American citizens accused of a crime.)

I cannot agree either with the opinion of the Court affirming these convictions or with the separate opinions of MR. JUSTICE CLARK and MR. JUSTICE DOUGLAS to the effect that the writs of certiorari were improvidently granted.

I.

As to the latter, it seems to me that the finding of the District Court which so troubles my Brothers CLARK and DOUGLAS is in fact no roadblock to our review of the important questions presented by the petitions. It has long been settled that this Court will not be bound by the findings of lower courts when it is alleged that fundamental constitutional rights have been violated. *Jacobellis v. Ohio*, 378 U. S. 184 (1964); *Haynes v. Washington*, 373 U. S. 503 (1963); *Watts v. Indiana*, 328 U. S. 49 (1949); *Hooven & Allison v. Evatt*, 324 U. S. 652 (1945); *Norris v. Alabama*, 294 U. S. 587 (1935). We have said, "The duty of this Court to make its own independent examination of

the record when federal constitutional deprivations are alleged is clear, resting, as it does, on our solemn responsibility for maintaining the Constitution inviolate." *Napue v. Illinois*, 360 U. S. 264, 271 (1959).

The finding in question here is not one which the District Judge arrived at by resolving contradictory testimony on the basis of credibility. Findings of fact based on crediting the testimony of some witnesses and discrediting the testimony of others may properly be accorded some insulation from appellate review because of the superior opportunity of the trial judge to observe the demeanor of the witness. In this case, however, the testimony concerning the circumstances surrounding Partin's entry into Hoffa's councils was not substantially in dispute. While those circumstances are set forth in greater detail *infra*, a brief summary discloses that Partin, after discussing Hoffa with federal agents and learning of their intense and mutually beneficial interest, successfully solicited an

invitation to meet with Hoffa. Partin's release from jail was assisted by the federal agents, and he was compensated in a financial sense as well; in return, he kept the federal agents fully informed of all that occurred from the outset of his contact with Hoffa.

Surely the only reasonable construction of these facts is that Partin was acting as a paid federal informer when he traveled to Nashville and attached himself to Hoffa. And the fact that Hoffa on Partin's urging agreed to a meeting in Nashville is not inconsistent with this conclusion. An invasion of basic rights made possible by prevailing upon friendship with the victim is no less proscribed than an invasion accomplished by force. See *Massiah v. United States*, 377 U. S. 201 (1964); *Gouled v. United States*, 255 U. S. 298 (1921).

Moreover, at the time we granted the petitions for certiorari in these cases, we knew exactly what we know now. The findings of the District Court were in the record then before us, and no new facts to change the situation have since come to light. In short, there is nothing which should prevent us from facing up to the important questions presented and determining whether the convictions can stand either in light of the Constitution or under our power of supervision over the administration of justice in federal courts.

II.

For me, this case and two others decided today (*Lewis v. United States*, *post*, p. —, and *Osborn v. United States*, *post*, p. —) present for comparison different facets of the Government's use of informers and undercover agents. In two cases of the set I have sustained the activity of the Government. But in this case I find it impossible to do so because the nature of the official practices evidenced here is offensive to the fair administration of justice in federal courts.

At this late date in the annals of law enforcement, it seems to me that we cannot say either that every use of informers and undercover agents is proper or, on the other hand, that no uses are. There are some situations where the law could not adequately be enforced without

the employment of some guile or misrepresentation of identity. A law enforcement officer performing his official duties cannot be required always to be in uniform or to wear his badge of authority on the lapel of his civilian clothing. Nor need he be required in all situations to proclaim himself an arm of the law. It blinks the realities of sophisticated, modern-day criminal activity and legitimate law enforcement practices to argue the contrary. However, one of the important duties of this Court is to give careful scrutiny to practices of government agents when they are challenged in cases before us, in order to insure that the protections of the Constitution are respected and to maintain the integrity of federal law enforcement.

I find these three cases which we decide today quite distinguishable from each other in this regard. Although all three involve what may be termed official deception in order to gather evidence for criminal prosecutions, the police practices reviewed are essentially different. The simplest of the three for me is *Lewis*, wherein a federal narcotics agent, having reason to believe that Lewis was a trafficker in narcotics, called him on the telephone using an assumed name and told him that a mutual friend had said Lewis sold narcotics. Lewis affirmed the nature of his occupation and invited the agent to his place of business which, as an incidental matter, turned out also to be his home. The agent went there, purchased narcotics and arranged for future dealings to occur at the same place but on a reduced-price basis. Later, a second purchase of narcotics was executed by the agent in the same manner.

In *Lewis*, then, there was no intrusion upon privacy of the household. Nothing was heard, seen, or taken by the agent that was not a necessary part of the business transactions between him and Lewis. The purpose of the agent's visits was to buy narcotics from Lewis, and the details of their business dealings were all that concerned him. *Lewis* simply is not a case where an undercover agent invaded a place used both as a business location and a home and then, overtly or covertly, either seized something or observed or heard something unrelated to the business purpose of his visit. As we said in affirming Lewis' conviction, the principles elaborated in *Gouled v. United States*, 255 298

(1921), would protect against such overreaching. We do not endorse unconscionable activities or the use of an unreliable informer when we sustain the undercover work of the agent responsible for Lewis' conviction. Compare *Sherman v. United States*, 356 U. S. 369 (1958).

In the *Osborn* case, the petitioner employed Robert Vick, a police officer of Nashville, Tennessee, to investigate persons who were members of a panel from which a federal criminal jury was to be selected in a prior trial of James Hoffa in that city. Although he knew Vick's loyalty was due the police department, when he learned that Vick had a cousin on the panel he urged Vick to offer the cousin \$10,000 in return for the latter's promise to vote for acquittal if selected to sit on the petit jury. Vick informed federal authorities of this proposal, and made an affidavit to that effect for the judge who was to preside at the Hoffa trial. The judge, in order to determine the truthfulness of the affidavit and to protect the integrity of the trial, authorized the equipping of Vick with a recording device to be used in further conversations with petitioner. I see nothing wrong with the Government thus verifying the truthfulness of the informer and protecting his credibility in this fashion.¹ *Lopez v. United States*, 373 U. S. 427 (1963). This decision in no sense supports a conclusion that unbridled use of electronic recording equipment is to be permitted in searching out crime. And it does not lend judicial sanction to wiretapping, electronic "bugging" or any of the other questionable spying practices that are used to invade privacy and that appear to be increasingly prevalent in our country today. Cf. *Silverman v. United States*, 365 U. S. 505 (1961); *Black v. United States*, — U. S. — (1966); *Schipani v. United States*, — U. S. — (1966).

But I consider both *Lewis* and *Osborn* to be materially, even fundamentally, different from

¹ The recording was not used here as a means to avoid calling the informer to testify. As I noted in my concurring opinion in *Lopez* (373 U. S., at 441), I would not sanction the use of a secretly made recording other than for the purpose of corroborating the testimony of a witness who can give firsthand testimony concerning the recorded conversations and who is made available for cross-examination.

this *Hoffa* case. Here, Edward Partin, a jailbird languishing in a Louisiana jail under indictments for such state and federal crimes as embezzlement, kidnapping, and manslaughter (and soon to be charged with perjury and assault), contacted federal authorities and told them he was willing to become, and would be useful as, an informer against Hoffa who was then about to be tried in the Test Fleet case. A motive for his doing this is immediately apparent—namely, his strong desire to work his way out of jail and out of his various legal entanglements with the State and Federal Governments.² And it is interesting to note that, if this was his motive, he has been uniquely successful in satisfying it. In the four years since he first volunteered to be an informer against Hoffa he has not been prosecuted on any of the

² One Sydney Simpson, who was Partin's cellmate at the time the latter first contacted federal agents to discuss Hoffa, has testified by affidavit as follows:

"Sometime in September, 1962, I was transferred from the Donaldsonville Parish Jail to the Baton Rouge Parish Jail. I was placed in a cell with Partin. For the first few days, Partin acted sort of brave. Then when it was clear that he was not going to get out in a hurry, he became more excited and nervous. After I had been in the same cell with Partin for about three days, Partin said, 'I know a way to get out of here. They want Hoffa more than they want me.' Partin told me that he was going to get one of the deputies to get Bill Daniels. Bill Daniels is an officer in the State of Louisiana. Partin said he wanted to talk to Daniels about Hoffa. Partin said that he was going to talk to Captain Edwards and ask him to get Daniels. A deputy, whose name is not known to me, came and took Partin from the cell. Partin remained away for several hours.

"A few days later Partin was released from the jail. From the day I first saw the deputy, until the date when Partin was released, Partin was out of the cell most of the day and sometimes part of the night. On one occasion Partin returned to the cell and said, 'It will take a few more days and we will have things straightened out, but don't worry.' Partin was taken in and out of the cell frequently each day. Partin told me during this time that he was working with Daniels and the FBI to frame Hoffa. On one occasion I asked Partin if he knew enough about Hoffa to be of any help to Daniels and the FBI, and Partin said, 'It doesn't make any difference. If I don't know, I can fix it up.'

"While we were in the cell, I asked Partin why he was doing this to Hoffa. Partin replied: 'What difference does it make? I'm thinking about myself. Aren't you thinking about yourself? I don't give a damn about Hoffa...' R. 171-172.

serious federal charges for which he was at that time jailed, and the state charges have apparently vanished into thin air.

Shortly after Partin made contact with the federal authorities and told them of his position in the Baton Rouge Local of the Teamster's Union and of his acquaintance with Hoffa, his bail was suddenly reduced from \$50,000 to \$5,000 and he was released from jail. He immediately telephoned Hoffa, who was then in New Jersey, and, by collaborating with a state law enforcement official, surreptitiously made a tape recording of the conversation. A copy of the recording was furnished to federal authorities. Again on a pretext of wanting to talk with Hoffa regarding Partin's legal difficulties, Partin telephoned Hoffa a few weeks later and succeeded in making a date to meet in Nashville for the Test Fleet trial. Unknown to Hoffa, this call was also recorded and again federal authorities were informed as to the details.

Upon his arrival in Nashville, Partin manifested his "friendship" and made himself useful to Hoffa, thereby worming his way into Hoffa's hotel suite and becoming part and parcel of Hoffa's entourage. As the "faithful" servant and factotum of the defense camp which he became, he was in a position to overhear conversations not directed to him, many of which were between attorneys and either their client or prospective defense witnesses. Pursuant to the general instructions he received from federal authorities to report "any attempts at witness intimidation or tampering with the jury," "anything illegal," or even "anything of interest," Partin became the equivalent of a bugging device which moved with Hoffa wherever he went. Everything Partin saw or heard was reported to federal authorities and much of it was ultimately the subject matter of his testimony in this case. For his services he was well paid by the Government, both through devious and secret alimony payments to his divorced wife and, it may be inferred, by executed promises not to pursue the indictments under which he was charged at the time he became an informer.

This type of informer and the uses to which he was put in this case evidence a serious potential for undermining the integrity of the truth-finding process in the federal courts. Given the incentives and background of Partin, no

conviction should be allowed to stand when based heavily on his testimony. And that is exactly the quicksand upon which these convictions rest, because without Partin, who was the principal government witness, there would probably have been no convictions here. Thus, although petitioners make their main arguments on constitutional grounds and raise serious Fourth and Sixth Amendment questions, it should not even be necessary for the Court to reach those questions. For the affront to the quality and fairness of federal law enforcement which this case presents is sufficient to require an exercise of our supervisory powers. As we said in ordering a new trial in *Mesarosh v. United States* 352 U. S. 1, 14 (1956), a federal case involving the testimony of an unsavory informer who, the Government admitted, had committed perjury in other cases:

"This is a federal criminal case, and this Court has supervisory jurisdiction over the proceedings of the federal courts. If it has any duty to perform in this regard, it is to see that the waters of justice are not polluted. Pollution having taken place here, the condition should be remedied at the earliest opportunity.

"The government of a strong and free nation does not need convictions based upon such testimony. It cannot afford to abide with them."

See also *McNabb v. United States*, 318 U. S. 332, 341 (1943).

I do not say that the Government may never use as a witness a person of dubious or even bad character. In performing its duty to prosecute crime the Government must take the witnesses as it finds them. They may be persons of good, bad, or doubtful credibility, but their testimony may be the only way to establish the facts, leaving it to the jury to determine their credibility. In this case, however, we have a totally different situation. Here the Government reaches into the jailhouse to employ a man who was himself facing indictments far more serious (and later including one for perjury) than the one confronting the man against whom he offered to inform. It employed him not for the

purpose of testifying to something that had already happened, but rather for the purpose of infiltration to see if crimes would in the future be committed. The Government in its zeal even assisted him in gaining a position from which he could be a witness to the confidential relationship of attorney and client engaged in the preparation of a criminal defense. And, for the

dubious evidence thus obtained, the Government paid an enormous price. Certainly if a criminal defendant insinuated his informer into the prosecution's camp in this manner he would be guilty of obstructing justice. I cannot agree that what happened in this case is in keeping with the standards of justice in our federal system and I must, therefore, dissent.

\$200,000 In Rewards For Proof of Wiretapping, Bugging In Hoffa Cases

The "Friends of James R. Hoffa Committee, last month announced the offer of a reward of \$100,000 for information leading to proof of the use of wire taps and eavesdropping devices by Federal authorities or their agents in the prosecution of Teamster General President James R. Hoffa.

William E. Bufalino, one of Mr. Hoffa's attorneys and a member of the "Friends of James R. Hoffa Committee," stated that the public admissions now being made by former Attorney General Robert Kennedy and F. B. I. Director J. Edgar Hoover tend to confirm what Mr. Hoffa's attorneys have always suspected and contended in court, namely, that there was intrusion on confidential communications, use of wire taps and listening devices by Federal officers and agents in their attempts to gather evidence against Hoffa.

Bufalino stated that he and other attorneys have some leads which would indicate these law violations; but their efforts to develop them have been met with silence on the part of Federal agents, Police Departments and Telephone Company officials. Pressures have been placed on prospective witnesses.

Bufalino pointed out that Hoover's public disclosures demonstrate that wire tapping and eavesdropping were intensified in major criminal cases beginning in 1961, and that the trials

of Hoffa all occurred within the period while Attorney General Robert Kennedy was in charge of the Department of Justice. These trials

Publisher Offers \$100,000

As this issue of the **INTERNATIONAL TEAMSTER** went to press, \$200,000 in rewards had been offered for proof that the government, or any of its agents, have used wiretapping or eavesdropping to secure evidence against Teamster General President James R. Hoffa.

In Manchester, N.H., Publisher William Loeb offered \$100,000 in the name of the Manchester **UNION LEADER** and the St. Albans (Vt.) **MESSENGER**.

Coupled with the \$100,000 reward offered by the "Friends of James R. Hoffa Committee," the Loeb offer brought to \$200,000 reward monies for the eavesdropping and wiretapping information.

were Nashville, Tennessee, from October 22 to December 23, 1962; in Chattanooga, from January 20 to March 4, 1964; and in Chicago, Illinois, from April 27 to July 20,

1964. Hoffa was a prime target of Kennedy's he said.

Bufalino stated that they have some evidence that taps were used on his telephones and those of other attorneys in Nashville, Chicago, Chattanooga and Detroit.

Bufalino further stated that he has already obtained proof and an admission from Detroit police officers that his personal telephones were tapped while he was engaged as Hoffa's attorney.

Not only did Federal agents engage in wire tapping but Bufalino stated that listening devices were placed in Mr. Hoffa's office and hotel rooms and the rooms of Mr. Hoffa's attorneys in the various cities where he was tried.

Bufalino also stated he was making such information as he has available to the appropriate Congressional Committees in the hope that former Attorney General Robert Kennedy and Hoover be called upon to make full disclosure of the Justice Department's investigatory activities in the Hoffa cases.

(For further information, contact William E. Bufalino at 25 Louisiana Ave., N. W., Washington, D. C., Phone ST. 3-0525, ST. 3-5855, or ST. 3-0993; at 2801 Trumbull Ave., Detroit, Michigan, Phone 313 WO. 1-2380; or Bufalino Bldg., 37 E. Columbus Ave., Pittston, Penna., 18640.)



Signs and placards express the sentiment of Detroit Teamsters who took a "holiday" from work to protest the recent Supreme Court ruling in the Hoffa case. It took the personal

request of Hoffa himself to get the angry Teamsters back to their jobs, following their walkout in support of the Teamster General President.

"... And for the dubious evidence thus obtained, the government paid an enormous price. Certainly, if a criminal defendant insinuated his informer into the prosecution's camp in this manner, he would be guilty of obstructing justice. I cannot agree that what happened in this case is in keeping with the standards of justice in our federal system, and I must therefore dissent."

—Chief Justice Earl Warren.

Thousands of Detroit Teamsters Protest Hoffa Court Ruling

THOUSANDS OF angry Teamsters in Detroit, last month, took a "holiday" to protest a Supreme Court decision involving their beloved leader of the past 35 years, Jimmy Hoffa.

Angered and sickened at the decision based on the testimony of a government stool pigeon who had wormed

his way into Hoffa's inner legal circles by exploiting Hoffa's friendship, more than 35 percent of the 76,000 member Joint Council No. 43 of Detroit stayed away from their jobs in protest.

They went back to work only upon the plea of the man they came to de-

fend. Hoffa flew to Detroit from Chicago at the urging of Detroit Mayor Jerome V. Cavanagh.

"Return to work," Hoffa told the angry Teamsters. "Don't take the law into your own hands."

Grudgingly, the men heeded the words of the leader who had taken



"Go back to work. Do not take the law into your own hands," Teamster President James R. Hoffa urges a huge throng of protesting Teamsters at Detroit's Cobo Hall.



An angry and disheartened throng of Teamsters listens to Jimmy Hoffa in Cobo Hall where Hoffa called the Teamsters to urge them to return to their jobs. They listened intently as Hoffa reviewed the unbelievable gains made in wages, hours, and working conditions in the last 35 years in Detroit.

them from wages of 32 cents an hour at Krogers in 1932 to present wage scales of \$3.81, with pensions, holidays, vacations, and health and welfare plans.

Their signs and placards told the story. "Why isn't Partin in Jail? He is indicted for embezzlement, kidnapping, manslaughter. We want to know!"

"Why was Hoffa's Lawyer's phone tapped? We want to know."

"Government admits Partin was a spy!"

Perhaps Chief Justice Earl Warren expressed the rank-and-file sentiments best of all in his stinging dissent—a "jailbird languishing in a Louisiana jail under indictments for such state and federal crimes as embezzlement, kidnapping, and manslaughter (and soon to be charged with perjury and assault)" was the way the chief justice

described the government's only witness against Hoffa.

Throughout the Automotive Capital, support for Hoffa poured forth. Men like the United Auto Workers' Emil Mazey scored the use of tainted witnesses to secure a conviction against Hoffa. Scores of drivers talked to by the daily press swore their allegiance to Hoffa.

Watching Teamster General President Hoffa enter Cobo Hall through

Bill Richards, Local 299 steward and Teamster member for 27 years shakes with emotion as he expresses his feelings over the government's conduct in the recent Hoffa case. Richards called for a vote on the "holiday" to protest the supreme court ruling.



Long-time union colleagues Frank Fitzsimmons and Robert Holmes flank Hoffa at Cobo Hall back-to-work meeting. Fitzsimmons is IBT general vice president, Holmes an IBT vice president.



The International Teamster



Men and women alike turn out to listen to Hoffa. The grim expressions on their faces reveal their disgust with recent supreme court decision which upheld the government's use of a "jailbird" informer to secure a conviction.

cheering thousands of Teamsters to mount the podium and urge the men to return to their jobs, one newscaster blurted out:

"I wish I had a rank-and-file as devoted to me as that man (Hoffa) has—it's great, magnificent—they love him."

On the platform with Hoffa were his colleagues of 30 years, IBT General Vice President Frank Fitzsimmons; IBT Vice President Robert Holmes; Dave Johnson, secretary-treasurer of Local 299 and many others. The display of solidarity signaled a unity that will carry the Teamsters on to greater victories in the years ahead.

Hoffa talked to the huge throng for 70 minutes, reviewing the turbulent history of the Teamster movement, the almost unbelievable gains in wages, benefits, and dignity of the job which have been won in the face of employer resistance, anti-labor laws, government vendettas, and political chicanery by those who used the organization of working men and women as stepping stones to attain their own personal ambitions.

Hoffa predicted trouble in negotiations for a renewal of the National Master Freight Contract if the present negotiating committee does not go to the table intact.

Hoffa charged that the nation's truckers will seek to take advantage of the situation to push for the status quo, or worse, in negotiations.

The Teamster General President declared that the truckers want a stalemate into which they can depend upon the government moving in with a compromise proposal, the use of compulsory arbitration and other deterrents to free collective bargaining.

He declared that the Supreme Court decision cannot be separated from the general anti-labor offensive being mounted in the nation, which Hoffa declared will reach its height in 1967 with the introduction of anti-strike

Best wishes for good luck come from loyal followers of Teamster President James R. Hoffa after mass meeting in Cobo Hall Detroit.



The old, the loyal, long-time Teamsters and the very young were on hand. Here the Teamster general president stops to acknowledge the good wishes of the very young.



and general anti-labor legislation in the 90th Congress.

In view of the adversity, Hoffa declared that he has great confidence in his colleagues, such as General Vice President Frank E. Fitzsimmons and others on the negotiating team, and declared that Teamsters will win because their cause is just.

Sentiment that trouble lurks ahead in trucking talks came not only from Teamsters, but from the more realistic truckers themselves.

On a nationwide television show, one commented:

"It appears to me there is great fear, practically unanimously, in our industry, that we could be heading into a chaotic condition. These negotiations will be thrown into mass confusion," if Hoffa is not at the head of the contract talks.

Another trucking spokesman declared Hoffa "is an absolute genius—the only man who understands our problems."

Yet another industry spokesman said: Hoffa "has an absolute genius for being able to go to his people and impress upon them the necessity to understand, to be practical, to allow us the latitude of our negotiations, and to allow us the latitude of our problems. I'm vitally concerned. Frankly, speaking in my association, we are so concerned that we think that there could be a national strike."

Come what may, the Hoffa-called back-to-work meeting in Cobo Hall last month in Detroit was a never-to-be-forgotten meeting. Veterans of the labor movement vented their anger and the affront to their sense of fair play.

Again, they were in agreement with Chief Justice Warren who wrote in his dissenting opinion:

"... And for the dubious evidence thus obtained, the government paid an enormous price. Certainly if a criminal defendant insinuated his informer into the prosecution's camp in this manner, he would be guilty of obstructing justice. I cannot agree that what happened in this case is in keeping with the standards of justice in our federal system, and I must therefore dissent."

\$500 Retroactive

Western Airlines Mechanics Win Gains in Teamster Pact

Teamsters Union members employed as mechanics, fuelers, and fleet service men throughout the Western Airlines system won a 7 per cent wage increase and other benefits in a new contract negotiated 3 hours after a strike deadline.

The 1,100 members overwhelmingly ratified the 3-year renewal in early December. The agreement was made retroactive to Nov. 1, 1965, expiration date of the old contract, and meant that retroactive pay alone would run over \$500 per man to be paid prior to Christmas.

7 Local Unions

Henry Breen, director of the Teamsters Union Airline Division, said representatives of all 7 Teamster local unions with members involved were flown to Los Angeles to back up the Teamster Negotiating Committee in the final hours of talks. The locals were armed with strike rights under Railway Labor Act procedures.

The actual wage increase ranged between 51 cents and 74 cents per hour in the different job categories, and included a cost-of-living adjustment over the term of the agreement.

Breen estimated the total gain from

the package with Western Airlines amounted to 80.8 cents an hour, including shift differentials and premiums, and additional holiday and vacation gains.

1st Ever

Last summer, during the negotiations, a union shop clause was successfully negotiated—the only one ever signed by Western Airlines.

Breen gave the Teamster negotiating committee full credit for the outstanding contract achievement, noting that the agreement could not have been won without unity.

Officers of local unions and shop stewards who formed the committee included:

The Committee

John Stanchfield, D. A. Kamnikar, Lou Prulitsky, Dave Pigeon, Wayne Ewing, Stanley Berger, Jose Gomez, Victor Velasquez, Vern McCarthy, E. J. Stenshy, G. Klick, Chuck Braley, Paul Raverty, Virgil Carter, Shelby Goodman, Robert Chaney, Herb Bailey, C. R. Hasslock, Leo La Faves, Arnie Weinmeister, Marvin L. Griswold, Marshall Rose, and Red Sperling.



The Teamster Negotiating Committee shown here recently wrapped up a new contract for 1,100 members employed by Western Airlines. Included in the 3-year pact was a provision giving the membership retroactive pay running more than \$500 per man to be received in time for Christmas shopping.

\$250,000 Award**Esso Fleet Balloting Underway
On Heels of Arbitration Victory**

Results of an important Teamster organizing campaign were being determined on the high seas as 1967 opened with more than 700 unlicensed sailors preparing to cast ballots aboard 20 tankers of the Esso fleet carrying petroleum products around the world.

Balloting under National Labor Relations Board election procedures was scheduled to get underway Jan. 3, 1967, to be conducted in 3 rounds with voting taking place on each ship at 40-day intervals.

The special, time-consuming election system was devised so that seamen on leave would have full opportunity to vote when reporting for duty on an assigned vessel.

International Vice President Harold J. Gibbons and Andy Contaldi, secretary-treasurer of Teamster Local 866 in Passaic, N.J.—directors of the organizing drive—were optimistic about the election because of a pair of significant victories involving Teamsters employed at the Esso Humble Oil Bayway Refinery in New Jersey in recent weeks.

\$250,000

Word quickly got around the company that 30 workers at the Bayway refinery, who were laid off in January, 1965, for less than 2 weeks, were awarded \$250,000 in severance pay and costs under the terms of an arbitration decision won by Teamster Local 866.

The 30 workers were among those whose service was terminated after a 101-day strike that ended in a Teamster contract following a successful organizing drive at the refinery in 1964. They were recalled to the job with the stipulation that they repay the severance—and they paid under protest.

Now, as a result of the recent arbitration decision, they have back their jobs and their whopping \$250,000 severance which was believed to be one of the biggest such awards ever made in New Jersey labor history.

Contaldi called the decision “a tremendous victory for our members.” And indeed it was since it put the

topping on a long struggle to organize the Bayway Refinery where the workers for years had been victim of a company-dominated “independent union.”

Although the Teamsters won their 1964 election at Bayway handily as the hourly-rated work force of production and maintenance men voted 691 to 400 for the Team-and-Wheel, the company made a comeback try two years later.

In a second election late last November, the Teamsters again won to retain their status as bargaining agent at the big refinery. This time the vote count was 536 for the Teamsters, 170 for the independent Bayway Refinery and Chemical Workers Union, and 1 no-union ballot. Some 45 ballots were challenged.

Bargaining Ahead

Thus, where Teamster Local 866 won representation rights by a 7-to-4 margin originally, the Bayway membership responded with an even greater vote of confidence two years later by a better than 3-to-1 margin.

Immediately after the vote result was announced, Teamster Local 866 issued a statement expressing appre-

ciation for the membership's vote, and simultaneously cited the company for seeking “every means to escape its contractual and moral responsibilities to their employees.”

The statement cited Bayway's formation “of a so-called independent union . . . utilized to accomplish their (the company's) goals which underline the blatant anti-labor policy of the company.”

Immediately ahead is bargaining for a new contract to replace the 2-year refinery agreement which expired recently. Contaldi said the local union would seek to open negotiations as soon as certification is received once again. He added:

“We will continue a sensible course in negotiating by using every means possible which does not require any work stoppage.”

The significance of the Teamster campaign now being culminated with the ballot for Esso sailors at sea is that as more Humble units are added to the membership, the union's bargaining position will improve more and more.

Vice President Gibbons, who helped negotiate the first Teamster contract at Bayway refinery, looks forward to the time when a company-wide contract can be negotiated instead of a plant-by-plant and unit-by-unit basis.

Victory on the Esso tankers will go a long way toward achieving such a bargaining position.

Discuss First Contract

Newly-organized members of Teamster Local 773 of Allentown, Pa., employed at the Commonwealth Container Corp., of Trexlertown, Pa., are shown here at a meeting where they discussed proposals for a first contract following a National Labor Relations Board election victory. In the front row are (left to right): John Wursta, president of Local 773, Bill Hunsicker, Stanley Geisinger, Bud Hontz, Steve Banus, George Shupp, Tony Molinaro, and Franklin Kaskie. Business Agents Hontz and Molinaro conducted the organizational drive.



'Magnificent Victory'**Carolina Local Wins Election,
Gains Contract at Mfg. Plant**

After a vigorous campaign to overcome stiff company resistance, Teamster Local 391 of Winston-Salem, N.C., won a National Labor Relations Board representation election recently at Fairchild-Hiller, and after a short bargaining period gained a good contract at the specialized electronics manufacturing plant.

The collective bargaining unit has 140 employees who ratified the new 3-year agreement by a 3-to-1 margin in early December.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, hailed the election and subsequent contract as a "magnificent victory against great obstacles." He noted that since the campaign and settlement, good working relationships have been established between Local 391 and the company.

The agreement calls for general

wage increases over the period of the contract, beginning with 10 cents an hour the first year, 10 cents the second year, and 7 cents the third year.

In addition to the general pay hikes, all employees who had not received a merit increase of 5 cents an hour for the 22-week prior to last Oct. 31, received an additional 5 cents an hour on the effective date of the agreement. Thereafter, all workers will receive additional 5-cents hourly pay gains until they reach the maximum rate for the labor grade in which they fall. This will mean as much as an additional 57 cents an hour increase in wages under the terms of the contract for some employees, and a minimum of 37 cents an hour for all others.

The contract also provides for a Christmas bonus based on 2 per cent of gross earnings of the company which will be distributed to employees

2 weeks before Christmas each year.

The agreement also provides that the company will assume the entire cost of the group insurance hospitalization contributions on the part of the employees.

Also negotiated was an additional paid holiday to make a total of 9 holidays. All work performed on such paid holidays will be paid for at the rate of two and one-half times the regular rate.

Flynn termed "significant" the fact that the election and settlement took place in a "right-to-work" state where unions have long had to fight an uphill battle in terms of organizing.

R. V. Durham, secretary-treasurer of Teamster Local 391 and W. Fleming Campbell, Eastern Conference representative, chaired the negotiating committee. They were assisted by an employee committee of four—two from each division: Ellen McCloud and Jack Long, industrial division; John Caudill and Barbara Hall, electronic division.

● Motor Freight

A vast majority of drivers, checkers, and dockmen employed at Floyd & Beasley Transfer Co., Inc., in Atlanta, Ga., voted for representation by Teamster Local 728 in a recent National Labor Relations Board election.

Albert J. Johnson, Jr., secretary-treasurer of Local 728, said 18 workers were eligible to vote. The election tally was 14 for the Teamsters and but one against.

**Another
Victory at
Winn-Dixie**

Teamster Local 270 of New Orleans, La., recently scored an organizing victory at Winn-Dixie, the only large grocery chain in the nation to remain largely non-union.

Charles D. Winters, president of Local 270, said that of 79 employees eligible to vote in the National Labor Relations Board representation election at Winn-Dixie in New Orleans, 41 voted for the Teamsters and 29 against.

The first Teamster breakthrough at Winn-Dixie, which operates entirely in the Southland, was made in late 1964 when Teamster Local 509 of Columbia, S.C., won a unit of nearly 100 over-the-road drivers at the company's Greenville division.

Teamster on Board

Barney Apfel, secretary-treasurer of Teamster Local 960 in San Francisco, is shown receiving the oath of office from Superior Judge Gerald Levin after his appointment to the Human Rights Commission by San Francisco Mayor Jack Shelley (right). Apfel, who had served on the commission's advisory board, replaced Mark O'Reilly, secretary-treasurer of Teamster Local 860 in San Francisco, who resigned from the board. Apfel's appointment was recommended by International Vice President Joseph J. Diviny, who is also president of Teamster Joint Council 7 in San Francisco.

Local 328**Michigan Local Gains Members
In Federal and State Elections**

Teamster Local 328 of Escanaba, Mich., has gained nearly 150 new members as a result of winning recent federal and state representation elections.

Arnold Alsten, Local 328 secretary-treasurer, said National Labor Relations Board elections were won at Lodel, Inc., a plant manufacturing refuse disposal units in Norway, Mich., and Wittock Supply Co., a plumbing supplier and distributor in Kingsford, Mich. Michigan State Labor Mediation Board elections were won at Escanaba's city police department, and at the Schoolcraft County Road Commission for road employees.

Alsten said the Lodel ballot of some 88 production workers resulted in an NLRB count of 50 for the Teamsters, 1 for the Laborers' and 34 no-union votes.

Warehousemen and drivers em-

played at Wittock Supply all voted with a 7 to 3 majority in favor of Local 328.

Police sergeants and patrolmen of the Escanaba department all voted in a state-conducted election and unanimously picked the Teamsters over the American Federation of State, County and Municipal Employees AFL-CIO by a 16 to 0 count.

At Manistique, Mich., home base for the Schoolcraft County Road Commission, a heavy majority of the county road employees — including supervisors and office workers—went Teamster by a ballot count of 29 to 3 as all 32 workers voted in the state-conducted election.

**Company Hit
For Insurance
Discrimination**

Lloyd A. Fry Roofing Co., Inc., of Denver, Colo., violated the Act, said the National Labor Relations Board in a recent ruling, by denying 6 employees participation in a group insurance plan because Teamster Local 13 of Denver had been elected bargaining representative.

The Board said the evidence established that the 6 employees became eligible for coverage under the plan, that they filled out applications for coverage, and that the employer told them to consider themselves covered.

However, after the union won the election, the workers found that issuance of insurance certificates had ceased. When one employee asked why, the employer told him it was now a matter for negotiation between the union and the company.

Rejecting the employer's defense, the trial examiner stated:

Hollow Note

"Moreover, the claims of concern that the issuance of the 'insurance certificates' would lead to unfair labor practice charges, and that restoration of the insurance to the 6 men would be illegal without the union's agreement sound a hollow note.

"Obviously, as the 6 employees became automatically eligible to participate in the group insurance under the company's long-standing practice, the application of the program to them was not informed by a large measure of (managerial) discretion . . .

Ordered to Cease

"Thus, in the circumstances presented, under well-established principle, there was nothing unlawful in putting the insurance into effect in the regular course of business, before the election, as the company did, nor in continuing it unilaterally following the election, at least in the absence of any bargaining request by the union on the subject."

Accordingly, the company was ordered to cease the unlawful conduct; include all eligible employees in the group insurance, and reimburse employees who suffered losses because of the unlawful denial of participation in the plan.

Knight Officer

Robert J. Dalton, a member of Teamster Local 64 in Providence, R.I., since 1941, recently was elected state deputy of the Knights of Columbus for the jurisdiction of Rhode Island. A driver for National Biscuit Co., Dalton has held several offices in the Knights of Columbus through the years.

**Detroit Municipal Drivers
Pick Teamsters in Ballot**

By an 8-to-5 majority, some 1,100 truck drivers and vehicle operators employed by the City of Detroit voted in favor of representation by the Teamsters Union in an election conducted Dec. 15, 1966, by the Michigan State Labor Board.

General Organizer Ken Silvers said nearly 85 per cent of those eligible to vote did so, picking the Teamsters over the American Federation of State, County and Municipal Employees AFL-CIO by a tally of 581 to 344. It was the first major election for public employees in the City of Detroit.

Silvers said three other elections soon will be scheduled by the Michigan State Labor Board, involving some 4,000 more city employees.

Future Target

One Union of Brewery Workers Under Teamsters is Goal Set

An urgent need to unite all brewery and beer distributor workers in the country in one big union under the International Brotherhood of Teamsters banner was the main topic of discussion at a recent meeting of the policy committee of the National Brewery and Soft Drink Conference.

Held in Chicago, the session was one in a series of discussions under the auspices of the National Conference and the Eastern Conference of Teamsters Brewery Division to review industry problems and formulate basic, uniform approaches to brewery

contract negotiations scheduled in several areas early this year.

Under the leadership of National Conference Secretary-Treasurer Ray Schoessling, president of Teamster Joint Council 25 in Chicago, and John Hoh, president of Teamster Local 3 in New York City, a detailed program for national organizing activities to bring about the objective cited was adopted.

The step was taken after delegates to the meeting heard reports about how the continued lag in wages, benefits, and conditions of workers under

AFL-CIO Brewery Workers Union contracts have become a serious organizing obstacle in every section of the nation.

As Hoh commented, "The problem becomes more serious as the industry comes more and more under the domination of a smaller number of national firms."

As an example, he pointed to recent elections among workers at the newly constructed Schlitz and Budweiser plants in Texas. Teamster victories at the two plants produced for the workers a starting rate of \$3.55 an hour as well as other benefits and conditions still not enjoyed by brewery workers who have been under AFL-CIO contracts for more than 50 years.

Hoh said: "Teamsters working for Budweiser in Houston are getting \$3.55 an hour while AFL-CIO workers in Houston have a top wage of \$2.94 an hour."

The disparity is not only a problem in Texas, explained Hoh, but also in New York City where three of the four major brewers under Teamster contract also have plants under AFL-CIO contract.

The policy committee generally agreed that in the fight for decent wages and other contract improvements, and in the struggle for job security, it is now urgent that all the workers in the industry be represented by the International Brotherhood of Teamsters.

● Backpay Award

Teamster Local 311 of Baltimore recently won \$10,000 in backpay for members employed by Hess Oil & Chemical Corp., as a result of an unfair labor practice charge filed by the local union.

Leo DaLesio, Local 311 secretary-treasurer, said the backpay was due for workers locked out by Hess Oil last May when contract negotiations broke down. The local union made repeated efforts to extend the agreement beyond its expiration date, but the company refused to agree to an extension.

After 3 months of investigation by the regional office of the National Labor Relations Board, it was determined that Hess Oil had indeed illegally locked out the Teamsters.

By November, when the case came up before a trial examiner of the NLRB, the company began to bargain in earnest. Many hours of negotiation resulted in Hess Oil agreeing to settle the case for \$10,000.

Miscellaneous Trades

Food Catering, Vending Discussed At Western Conf. Division Meeting

New developments in food catering and vending as well as in-plant feeding and allied services were discussed by delegates attending a 2-day meeting of the Western Conference of Teamsters Miscellaneous Trade Division in December.

Making reports were John Bowers, chairman of the division and secretary-treasurer of Teamster Local 848 in Los Angeles, Calif., and J. F. McSherry, secretary-treasurer of the division, also holding the same post in Teamster Local 588 in Oakland, Calif.

Delegates heard details of a plan by Boeing Aircraft to put in \$3 million worth of vending machines in its plants at Seattle. Boeing has not had vending service for more than 25 years as a result of a war-time dispute during World War II.

Also discussed were newly-developing training programs for vending service mechanics, programs in which state and municipal governments are trying to interfere with the function of local unions in the establishment of such training programs.



Attending a recent meeting of the Western Conference of Teamsters Miscellaneous Trades Division were these delegates from local unions. Seated in the front are John Bowers and J. F. McSherry, chairman and secretary-treasurer respectively of the division. Seated at right is William Griffin, director of the Teamsters National Miscellaneous Trades Division.

Employee Illegally Fired

The Borden Co., of San Antonio, Tex., violated the Act, said the National Labor Relations Board in affirming a trial examiner's ruling, by discharging Miguel Flores to discourage membership in Teamster Local 657, and because he had given testimony in a prior unfair labor practice proceeding against the employer.

As a defense, the employer contended that Flores was discharged because of a decline in the production of ice cream.

Concluding the defense was a pretext, the Board noted:

"As the trial examiner found, however, Dolores Hoyos, a regular employee in the milk department, had been transferred to the ice cream department only for the summer months, but the company did not follow its customary practice of re-transferring her, rather than reducing its force of regular employees in the ice cream department. Instead, it discharged regular employee Flores.

Backpay and Interest

"Moreover, as the trial examiner also found, instead of declining, the respondent's ice cream production was actually greater during the months following Flores' discharge than in the corresponding months of the year before, when Flores was kept on."

Accordingly, Borden was ordered to cease the unlawful conduct, and reinstate Flores with backpay and interest.

● Alabama Wins

Teamster Local 612 of Birmingham, Ala., recently scored a pair of victories in representation elections conducted by the National Labor Relations Board.

John T. Pierce, secretary-treasurer of Local 612, said all the city drivers and dockman employed by Floyd & Beasley Transfer Co., Inc., in Birmingham cast ballots with the result being 23 to 3 in favor of the union.

At Tubular Service Corp., said Pierce, both warehouse employees of the tubular steel firm voted for Teamster representation.



Receiving 20-year membership pins at Teamster Local 452's anniversary celebration recently were (left to right): Seated—Charles Wood, Nicholas Garramone, Ray Holloway, Manuel Aragon, Mike Pietrefeso, Julian Olivas, Frank Vasquez, and Bert Urban; Standing—Wallace Holen, John McAllister, Joseph Carnesi, Harold Dunning, Charles F. Lindsay, guest speaker John Greeley, Catherine Smith, Helen Conover, Edward Hall, August Fregosi, James Applegate, Troy Lawson, John Shimizu, Naushi Sekiya, and Walter Nerren.

In Denver

2,000 Members Celebrate Local's 28th Anniversary

Some 2,000 members and their families, along with friends of Teamster Local 452 in Denver, took part in a banquet ball recently observing the local union's 28th anniversary.

Charles Lindsay, Local 452 secretary-treasurer, said that among those on hand for the occasion was Harold Dunning who was one of seven men who worked in Denver's public produce market and who took up a collection among themselves to rent a hall to hold the first meeting to establish the union.

Dunning, a charter member, now serves on the local union's executive board as a trustee.

In the years since the "collection," Local 452 has grown to a membership of 3,300 workers employed at 82 companies in the Denver area. Lindsay notes proudly that 98 of every 100 contracts are settled peacefully. To help make sure that contracts are policed properly, the local union conducts a stewards school every year in cooperation with the University of Colorado.

Taking part in the anniversary event as speakers were John Greeley, director of the Teamsters Union National Warehouse Division, and Denver Mayor Tom Curriegan.

Harold Dunning, a charter member of Teamster Local 452, is shown (center) with his truck about the time the local union was chartered in 1938 at Denver.



Driver Hero

Teamster Given California Award For Saving Motorists from Flames

William Lukafka, a member of Teamster Local 224 in Los Angeles, Calif., recently received one of the first certificates of commendation to be awarded by the California Highway Patrol for helping to save two motorists from certain death in a car that caught fire after an accident.

Lukafka was so seriously burned while performing his act of heroism last winter that he only recently returned to work as a line driver for Commercial Carriers.

Lukafka and another driver, Mario Martinez of Texas, were driving separate rigs on the Barstow freeway just south of Cajon Summit when they saw an automobile with two occupants leave the road and plunge 150 feet into a canyon. The car burst into flames.

Both drivers stopped their rigs, grabbed fire extinguishers, and ran down the slope. Working close in, they kept the fire away from the unconscious victims while other

motorists helped pull the car's occupants to safety.

Lukafka was seriously burned at the last moment when the auto's gas tank exploded and engulfed him in flames, causing serious injury.

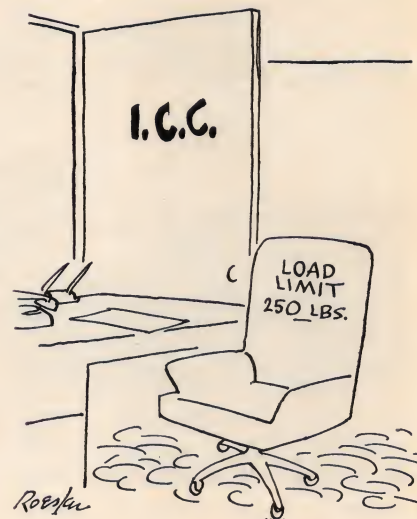
The commendation, presented also to Martinez, credited the driver with saving the motorists from sure death "at the risk of your own life (showing) you to be a citizen aware of and willing to accept your humanitarian and civic responsibilities."

Clyde Yandell, secretary-treasurer of Local 224, commenting on Lukafka's heroism, said that drivers are in the limelight on the road representing the trucking industry and the union, and added:

"However, the many services he renders the public are sometimes ignored and often taken for granted."

● Shoe Victory

Some 165 production workers at the Brown Shoe Co., wood heel divi-



sion in Potosi, Mo., recently voted for representation by Teamster Local 682 of St. Louis, Mo., in a National Labor Relations Board election.

Gene Walla, president of Local 682, said the ballot count was 107 to 33.

Walla said the new members increase the local union's number of newly-organized workers in rural areas to a total of nearly 700 for the year.

● Farm Ballot

Employees of Farmers Supply Co., of Hartley, Tex., voted for Teamster representation by a 3-to-1 majority in a recent National Labor Relations Board election.

E. J. Cherryhomes, secretary-treasurer of Local 577 in Amarillo, Tex., said 16 workers were eligible to ballot. The tally was 12 for the Teamsters and only 4 against.

The new bargaining unit includes feed mill employees, elevator workers, truck drivers, and plant clerical workers.

● Drill Bit Firm

More than 400 employees of the North American Drill Co., of St. Paul, Minn., recently voted for representation by Teamster Local 827 in a National Labor Relations Board election.

Donald G. Hiel, secretary-treasurer of the local union, said the company is one of the world's biggest drill bit manufacturers and had managed to remain non-union until the Teamsters came along.

Helping in the organizing campaign were Don Shaver and Darby Peterson of the Central Conference of Teamsters.



William Lukafka, member of Teamster Local 224, is shown recovering from burns suffered in saving the lives of two motorists. With him, presenting a commendation from the California Highway Patrol, are (left to right): Patrol Officer Bill Martin, Patrol Captain Walter Pudinski, and Larry Smith, San Bernardino Chamber of Commerce official.

Growing Trend**Police Turning to Teamsters For Better Wages, Conditions**

Organization of police officers in two communities recently by Teamsters Union affiliates are additional steps in the growing trend of law enforcement people who are turning to unionism for help in getting better wages, hours, and working conditions.

Making the big step in recent weeks were officers of the Ansonia, Conn., police department, and the Escanaba, Mich., police department. The Ansonia police already have a signed contract.

The trend of law enforcement men and women turning to the Teamsters attracted nationwide attention last spring when more than 100 deputy sheriffs in San Francisco became members of Teamster Local 860. The deputies immediately gained wage increases and became eligible to participate in the Teamsters health and welfare programs.

At the city of Ansonia, the board of aldermen recently approved a contract that had been ratified earlier by patrolmen, sergeants, and detectives belonging to Teamster Local 677. The agreement also was okayed by the Ansonia police commission.

The 2-year contract signed Dec. 1 provided for an increase of 17 cents

an hour for patrolmen, raising them from \$2.84 to \$3.01 an hour, and a 16-cent hourly pay hike for sergeants, detective sergeant and detective, taking them from \$3.13 an hour to \$3.29.

To make the pay raise legal, the Ansonia aldermen had first to repeal existing ordinances pertaining to salaries and overtime pay for the police department before adopting the new salary schedule.

The chief of police, lieutenant, and supernumerary police are not included in the pact.

Under the terms of the agreement, the city recognizes Teamster Local 677 as the bargaining agent for the police in respect to rates of pay, hours of work, and working conditions.

One of the most important gains involved a clause covering court appearances, a duty which bites a big chunk out of an officer's time-off period. The agreement states that police will receive a minimum of 4 hours' straight time for court appearances or to transport patients to the city hospital.

The new Ansonia police work schedule guaranteed in the agreement provides an 8-hour day, 5 days a week, and 2 days off for each 28



"Who's exceeding what legal length limit?"

calendar days. The shifts rotate at the end of the period. Definite work shifts were established in the contract.

Time and one-half will be paid Ansonia officers for all hours worked after 8 hours in any single work day. The same pay rate will go to the men for the sixth and also the seventh day of work for any officer's assigned work week.

Overtime will be made on an equitable basis, and the union is to be provided, upon request, a list of all overtime duty assignments.

George V. Emr, Teamster Local 677 business representative who negotiated the agreement, said Ansonia officers by contract will get 8 paid holidays and regular members of the department will receive 2 weeks' vacation after a year's service, 3 weeks after 10 years, and 4 weeks after 18 years.

Another big item, uniforms, also was covered in the agreement. The city will provide a uniform allowance of \$100 a year, also furnishing all initial equipment including pistols, and will replace the equipment when damaged in the line of duty.

The contract, which extends to Nov. 30, 1968, also states that the city of Ansonia will share equally the cost of the police group insurance plan and shall provide fully payment of Blue Cross and major medical expense.

Police sergeants and patrolmen at Escanaba, Mich., all voted in a state-conducted representation election. They unanimously selected Teamster Local 328 over the American Federation of State, County and Municipal Employees AFL-CIO. The vote was 16 to 0.

25-Year Members

These members of Teamster Local 848 in Los Angeles, Calif., were among the 68 wholesale delivery drivers and salesmen receiving 25-year lapel pins for their long years of membership in the local union. A dinner was held in their honor at which Gay Lillefloren, president of Teamster Local 595, made the pin presentations. Lillefloren, in earlier years a business representative for Local 848, initiated many of the 25-year members receiving the awards.

The Outlook

Labor Faces Grave Dangers Of Crippling Laws in 90th Congress

ON JANUARY 4, 1967, President Lyndon B. Johnson will deliver his State of the Union message to the 90th Congress, and organized labor can expect proposals to curtail the right of free men to strike against their employers.

Pressure for such legislation began building up in the waning days of the 89th Congress, and what bodes ill for labor is the fact that the proposals were advanced and joined by liberals, mainly in the Senate.

Liberals Wayne Morse and Jacob Javits both advanced anti-strike resolutions in the last Congress. They were joined by liberals in these resolutions, a fact which takes on an even more serious vein considering the revival of the GOP-Dixiecrat coalition following the November general election.

The Morse resolution called for the Secretary of Labor to come forth with proposed legislation to deal with national strikes early in the 90th Congress.

That the Administration will come forth with such a proposal was enhanced with the recent announcement that four White House task forces have been "quietly" working on such a proposal.

To further labor's dilemma, Secretary of Labor Willard Wirtz, who is opposed to all forms of compulsory arbitration, is not a member of the task force.

What likely will be proposed will be amendments to the Taft-Hartley provisions which now spell out the government's role in so-called national emergency strikes. Feared by labor is the hint from government sources that the proposed amendment will suggest that Taft-Hartley be amended to make it more in line with provisions of the Railway Labor Act, legislation which encourages outside intervention in collective bargaining from the very beginning of negotiations.

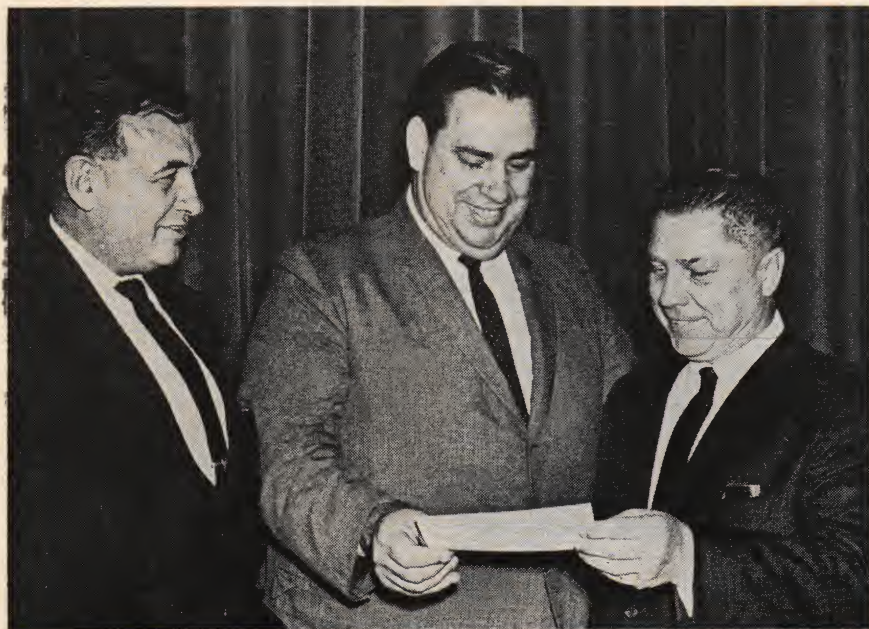
Senator Javits' proposal was of a more far-reaching nature than was that of Senator Morse.

The New York Liberal Republican's proposal would plunge the government into collective bargaining not only in national strikes but on a regional basis, too, with the result that industry-wide and area-wide agreements between labor and management would be in continual jeopardy of outside interference.

The catalyst for the present clamor for anti-strike legislation was the strike of airline mechanics last year in which an estimated 60 per cent of the nation's commercial airplanes were grounded.

The clamor failed to subside even though Secretary of Labor Wirtz testified that there was no national emergency created by the strike, and Secretary of Defense Robert McNamara declared that the strike had no adverse effect on the American prosecution of the war in Viet Nam. Even the fact that free collective bargaining did the job in the airline mechanics strike that so concerned the legislators, failed to temper anti-strike demands.

\$10,000 Club



Robert Capps (center), president of Teamster Local 600 and President of Local 600 DRIVE Chapter, is shown presenting a check for \$10,000 to Teamster General President James R. Hoffa. National DRIVE Director Sidney Zagri looks on. The check, representing more than 4700 new memberships in Local 600 DRIVE, makes Capps the first member of DRIVE's \$10,000 Club.

Labor's Position

However, the reluctance factor of legislators will be considerably less now that the elections are over and incumbents will not have to face the voters again until 1968.

If the foregoing facts are not enough to make labor's position unenviable, more statistics will promulgate the gloom.

It is estimated by the Labor Department that approximately 3.1 million workers will be involved in negotiations for contract renewals this year. In addition to the Teamsters and renewal of the National Master Freight Agreement where no work stoppage is expected, union leaders will go to the bargaining table with the following industries:

Automobile, rubber, meat packing, apparel, construction, and non-ferrous metals where the merged Mine, Mill and Smelter Workers and the Steel Workers will present a more formidable front to management.

A strike in any one of these industries will be the awaited joy of those in Congress needing only an excuse

to punish labor with crippling anti-strike legislation.

That organized labor will be shooting a bit higher in its demands in upcoming negotiations is a foregone conclusion. Corporate profits are up some 80 per cent since 1961, while wages are up only 18 per cent.

The Administration wrote its own obituary for its 3.2 guidelines admitting that they were unrealistic.

In addition to the glaring profit structure of corporations is the fact that the cost of living has eaten into the estimated 18 per cent hike in wages over the past five years until a more realistic percentage definition of wage increases would be 8 or 9 per cent.

Those are the pressures and the opposing forces which ordinarily would be reconciled by free collective bargaining, if labor and management were left alone to settle their differences.

But, let one set of negotiations in the industries mentioned above run into trouble, necessitating a strike, and the anti-strike advocates will be off and running, each trying to cross the finish line first, each trying to parlay a legitimate strike and the legitimate exercise of free men into punitive legislation for the entire labor movement.

Anti-strike legislation is a serious threat to organized labor as the 90th Congress sets to convene, but that is not all.

It is expected that two bills will be

Few Standards To Apply To Trucks

The Commerce Department last month issued initial proposed standards for motor vehicles as required under the National Traffic and Motor Vehicle Traffic Act.

Few of the currently proposed standards apply to trucks and of those that do—such as standards covering lighting—the changes appear to be minor.

Safety Administrator William Haddon, Jr., in a Detroit speech last month, said that safety standards aspects for trucks and buses require "additional review and consideration" before being proposed.

Initial standards for motor vehicles were to be promulgated by January 31.

resubmitted in the Congress this year which would strike down more of labor's basic rights. Neither received much publicity in the last Congress, but their danger to organized labor is great.

One is a bill which would make it a crime to interfere with the distribution of materials for war. This was supposedly proposed because of the antics of peace demonstrators stopping materials destined for Viet Nam with pickets and by lying down in front of trucks.

However, labor many times before has become the victim of a law which was proposed to stop the activities of other groups and was later used to curtail legitimate trade union activity.

The second bill to be resubmitted is the so-called anti-riot bill which would make it a crime to perpetrate a riot such as those which have occurred as the country attempts to resolve its racial problems.

It doesn't take a labor academician to vision how such a law could be applied to a picketline situation should trouble occur during a strike.

Labor will be working positively even though the legislative outlook is not bright.

Federal Standards

There will be a revival of efforts to pass a common situs picketing bill at construction sites, a measure which was first promised during the Eisenhower Administration.

Too, labor will be working on a long-time goal to establish Federal standards for unemployment insurance. This measure was alive in the last Congress but died in conference amid a dispute over whether states of the federal government should set the standards.

Labor, too, will be working for amendments for Taft-Hartley which will make it easier for a striker to return to his job upon settlement of a dispute when that striker has been replaced by a strikebreaker.

Teamsters, at least, will be working to ease the limitations placed upon legitimate trade union activity by the secondary boycott provisions of the Landrum-Griffin amendments to the Taft-Hartley Act.

Teamsters, too, will revive efforts to have employees of union health and welfare and pension trust funds covered for benefits under the plan. This measure passed the House last session, but died in the Senate Labor Committee.

Greatest optimism seems to be in the area of constitutional rights and civil liberties, with the Justice Department now turning the Supreme Court into a confessional where it admits to many cases of illegal wiretapping and bugging to obtain evidence and return indictments against individuals.

This is an area where Teamsters called attention of the whole nation to the flagrant violations of constitutional rights of citizens by the Justice Department.

Teamsters point out that the confessions now being made by the Justice Department are of sins committed when Senator Bobbie Kennedy was Attorney General. It was through the efforts of Teamsters through DRIVE that a congressional investigation of the Justice Department was scheduled.

Legislation is sorely needed in the whole area of wiretapping and bugging with electronic devices. President Johnson is to be commended for stopping wholesale bugging and wiretapping by the Justice Department, which he did by Executive Order. Too, acting Attorney General Ramsey Clark in revealing the illegal acts of the Justice Department is exhibiting the kind of courage from which the preservation of constitutional rights will spring.

However, Executive Orders lack the permanence of legislation, and

Campaigners

General Organizer Al Evans (left), Maryland Governor-elect Spiro T. Agnew (center), and Joseph M. Townsley, secretary-treasurer of Teamster Joint Council 62 in Baltimore, Md., are shown as they visited waterfront longshoremen locals during the general election campaign last November.



Congress will be urged by DRIVE and others in organized labor to act in this area.

There is a need to revise present wiretapping statutes, and a separate bill is needed on eavesdropping with electronic devices.

Legislation along this line has been introduced by Emanuel Celler and is given impetus by the Justice Department confessions and by the revelations of Senator Edward Long's committee which told the nation, for example, that the telephone company monitored some 36 million individual telephone calls in 1965.

Excellence

Teamsters with a long history of excellence in health and welfare plans which they have negotiated for their members, have a definite interest in improvements in recently-passed Medicare for the nation's elder citizens.

Through National DRIVE, Teamsters will push for amendments to Medicare—one which would establish maximums which may be charged by doctors who already are emasculating the Medicare bill by outlandish fees for services, and are pushing the cost of union negotiated health and welfare plans out of sight with high fee charges.

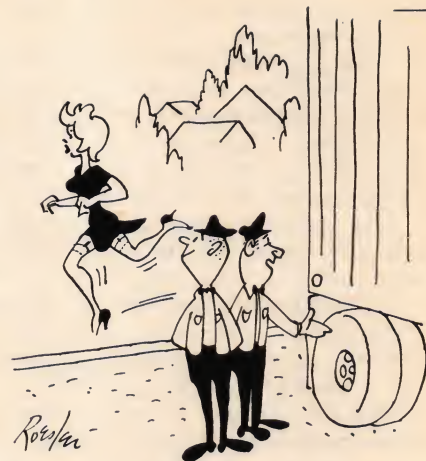
Another amendment to be sought will seek to eliminate all deductions under Medicare for beneficiaries with annual incomes of \$2,000 or less. Yet another amendment to be sought will be a requirement that all drugs be sold under their generic names, rather than under brand names, thus resulting in great savings to Medicare recipients.

In the area of the broad social welfare measures, Teamsters take the position that we must go forward with these measures and pay particular attention to the Bureau of the Budget, which has a knack of cutting appropriations for welfare measures to the point that the measures are permanently crippled. Teamsters point out that the Bureau of the Budget has become the main policy maker of government by its manipulation of the purse strings.

Larger Grants

It is in this area that the highway safety program enacted in the last session can be rendered useless, as have federal aid to education measures. Teamsters will push for larger grants for education purposes under the Cold War GI Bill.

The Teamster legislative program will be further spelled out in a Fact Book to be issued to participants in the DRIVE Motorcades which will



"Now there is a nice pair of cool running Nylons for you."

renew their lobbying efforts on behalf of Teamsters and organized labor next March.

● Ready-Mix Win

By better than an 8-to-1 margin, truck drivers employed by Bexar Concrete Co., Inc., in San Antonio, Tex., voted for representation by Teamster Local 657 in a recent National Labor Relations Board election.

R. C. Shafer, president of Local 657, said there were 40 ready-mix drivers eligible to ballot. The vote tally was 35 for the Teamsters and 4 against.

● Five Victories

Teamster Local 71 of Charlotte, N.C., has won 5 National Labor Relations Board representation elections in recent months, adding nearly 250 members to the local union roster, according to W. C. Barbee, president.

Starting with the most recent ballot, Barbee said employees of the Ashe Brick Co., at Van Wyck, S.C., voted for the Teamsters, 56 to 12. On this election, there was a joint petition filed by Local 71 and the United Brick & Clay Workers Union—the first time that a joint organizing effort involving 2 separate unions was ever attempted in the area.

The local union defeated the American Bakery & Confectionery Workers Union, 111 to 63, in a ballot at the A. & P. Bakery.

Terminal office employees of the Tennessee-Carolina Transportation Co., voted 9 to 2 for Local 71. Grantcon Dispatch workers picked the Teamsters, 6 to 1, and finally, employees of Beunsod-Stacy Corp., went Teamster by an 11 to 2 count.

Kegel Testimonial



Pleased to be present at a recent testimonial dinner for Norman Kegel of Teamster Joint Council 40 in Pittsburgh, were (left to right): Joseph P. Mazza, DRIVE director; International Vice President Harry A. Tevis; Kegel, guest of honor; General President James R. Hoffa, and Thomas L. Fagan, president of Teamster Local 249. Some 1,500 friends and associates attended the dinner, recognizing Kegel's 30-year contribution to Teamster progress in the Pittsburgh area.

Computerized

New Air Freight Terminal Setting Pace in New York

A new computer-oriented freight terminal opened recently at Kennedy Airport in New York City by a major airline gives a preview of things to come in the growing air freight industry.

The facility, an \$8.5 million installation established by Pan American World Airways, is designed to make a big bid for future air freight with an eye to handling as much as one billion pounds a year by 1975.

80 Per Cent

Maximizing speed in receiving, shipping, and delivering the freight, the terminal combines 3 automated materials-handling systems with an electronic computer network. Once at top efficiency, it is expected to reduce overall ground-handling time for individual pieces of cargo as much as 80 per cent.

The computer system is linked to a package-conveyor arrangement, an automatic tow-cart network, and a pal-

letized system. Which system is used depends upon the size and nature of the shipment.

Another feature of the installation is that weighing, measuring exterior dimensions, and calculating cubic volume of all but the largest packages is done automatically by an electronic scanner as parcels pass by on a conveyor belt.

Once a shipment is underway, computers provide both the sender and receiver with instantaneous information about its location en route.

In recent years, some air transport experts have voiced the opinion that once air cargo overtakes and outgrows air passenger business, there will be a move to separate freight and passenger airports.

A Model

If such terminal separation occurs in future years, the new Pan-Am installation probably will serve as a model for even bigger air freight centers.

Cardiac Gift

Taking part in the ceremony of presenting a Teamster gift of a heart activating machine to a hospital in Jersey City, N.J., are (left to right): International Vice President Dominic Calabrese of Jersey City; Lawrence McDermott, president of Teamster Local 641 of Jersey City, and John K. Hanley, supervisor of Pollak Hospital. Valued at \$1,495, the machine—which can be used to massage the heart and start a beat when cardiac arrest occurs—was presented in the memory of McDermott's sister, Grace McDermott Foy.



TOP TEN UNIONS ENGAGED IN CONSISTENT ORGANIZING ACTIVITY AS REFLECTED BY THE NLRB MONTHLY REPRESENTATION REPORTS FOR THE FIRST TEN MONTHS OF 1966

	NLRB ELECTIONS FOR PERIOD					EMPLOYEES INVOLVED IN ELECTIONS			
	Total Elections Conducted	Percent Of All Elections	Number Won By Unions	Number Lost By Unions	Percent Won By Unions	Total In All NLRB Elections	Percent Of All NLRB Elections	In Elections Won	In Elections Lost
International Union									
TOTAL NLRB ACTIVITY	6,637	100.0	4,079	2,558	61.4	471,456	100.0	270,473	200,983
Teamsters Union	1,991	30.0	1,125	866	56.5	84,587	17.8	34,927	49,660
United Auto Workers	309	4.6	186	123	60.1	36,767	7.8	20,176	16,589
United Steelworkers Union	255	3.8	147	108	57.6	33,630	7.1	19,600	14,030
Int'l Assn. of Machinists	446	6.7	237	209	53.1	32,466	6.9	14,924	17,542
United Mine Workers Union (1)	167	2.5	114	53	68.0	18,555	3.9	11,970	6,583
Meat Cutters Union	232	3.4	145	87	62.5	10,564	2.2	7,213	3,351
Electrical Workers (IBEW)	175	2.6	94	81	53.7	10,380	2.2	4,591	5,789
Carpenters Union	168	2.5	93	75	55.3	8,673	1.8	4,004	4,669
Operating Engineers Union	228	3.3	136	92	59.6	8,015	1.6	4,520	3,495
Retail Clerks Union	172	2.6	105	67	61.0	5,171	1.1	3,174	1,997
Totals For 10 Unions	4,143	62.0	2,382	1,761	57.4	248,806	52.4	125,101	123,705

Pocketbook Item

Consumer Prices Expected To Increase More in 1967

Specialists in the Department of Agriculture anticipate that food prices will go higher in 1967—perhaps not equaling the hike of 1966 but rising more than in recent years.

Stephen J. Hiemstra of the economic and statistical analysis division

of the Agriculture Department, predicted beef prices particularly will become more costly as beef becomes less plentiful, especially after mid-year.

Prices of dairy, cereal and bakery products also are expected to go up.

Pork prices are not expected to gain

Lou Lanni Event

Hoffa Joins 1,000 Teamsters At Scholarship Fund Dinner

General President James R. Hoffa joined almost 1,000 Teamsters Union members and their wives and friends at the fifth annual Lou Lanni Scholarship Fund Dinner held at Philadelphia in early November.

The event, named in honor of the secretary-treasurer of Teamster Local 830, is the source of funds to send children of rank-and-file members on to college.

Twelve youngsters already are matriculating at leading universities in the nation and the first two will be graduated this year.

The scholarships provide \$1,000 a year for 4 years to each winning

student. To date, \$48,000 has been allocated by the committee for this purpose, making it one of the largest Teamster scholarship programs in the country.

Held on the eve of the general election, the dinner served as an opportunity for General President Hoffa to remind those present of the value of their votes and their responsibilities at the polls to labor and unionism.

Hoffa told his listeners of the legislative threat that would return labor to the conditions of 1935. He said, "There are currently 40 anti-labor bills before congress and they represent a trend that is dangerous to the interests of labor."

Playing prominent roles at the Lou Lanni Scholarship Fund dinner held recently in Philadelphia were (left to right in the front row): Albert Sabin, president of Teamster Joint Council 53; Lou Lanni, secretary-treasurer of Teamster Local 830; General President Hoffa; William Kaiser, president of Teamster Local 463; Gordon S. Grubb, president of Teamster Local 830; Paul Marano, Local 830 organizer, and Nick Frank, president of Teamster Local 513.



"Not only that, he insists that the cab be air conditioned."

much because a plentiful supply of that meat is foreseen by the agriculture experts.

Consumers can expect to see higher price tags on clothing and home furnishings also in 1967.

House furniture probably will increase about 4 per cent in cost. Major appliances are expected to go up 3 per cent. It is anticipated that television sets will rise in price, too.

The price of men's suits may be up as much as \$5 by next spring, according to Hiemstra, and the cost of shoes will advance between 3 and 5 per cent.

High Priced Dilemma

In Hollywood, California, some of the most highly-paid bosses in the world suddenly transformed themselves into trade unionists. Members of the Screen Producers Guild, all of them upper-bracket executives, voted 165 to 13 to convert the Guild into a labor union.

The Guild, up until the conversion, was a fraternal and professional society for the bosses. Now, they want to bargain on pensions and royalties on re-runs of movies and television films.

Amused leaders of other Hollywood unions saw possible complications—some members of the new 'union' might find themselves on both sides of the bargaining table because some producers employ other producers to make movies and television films.

Special Report

Federal Highway Program Funds Slashed Sharply in Economy Drive

Federal officials are unable to state a precise figure of the amount that the national highway program has been cut back this year, but it is apparent that the total is well in excess of the \$700 million first discussed.

In Wichita, Alan S. Boyd, secretary-designate of the new Department of Transportation, told delegates to the annual meeting of the American Assn. of State Highway Officials that the effect of the Administration's cutback was to set a limit of "\$3.3 billion in total project obligations during fiscal year 1967."

"This is \$700 million less than the nearly \$4 billion obligated in fiscal '66," said Mr. Boyd.

The Bureau of Public Roads in a notice to its regional offices earlier had advised as did Mr. Boyd later, that "the Federal-aid highway program is being *limited* to \$3.3 billion in total project obligations during fiscal year 1967."

By placing the "limitation" on obligations, the Bureau in effect rescinded authority previously issued to the states to commit previously allocated funds totalling slightly more than \$1 billion.

A spokesman for the Bureau of Public Roads has said, however, it would not be accurate to add the \$1 billion to the \$700 million cutback figure.

He explained that the \$1 billion represents funds which have accumulated

to the credit of the states from previous years and which up to through Oct. 31 had not been obligated. There always has been a backlog of such funds available since the program was launched, he said, and the existence of the credits does not mean that the \$1 billion would have been spent in this fiscal year. On the contrary, he added, it probably would not have been.

The effect of the order, he said, was to "freeze" the unobligated balances of funds previously allocated to the states.

Consequences of the freeze fall with uneven severity. Among the states that have been quick to commit their Federal-aid obligations as they have become available, the cutback is less severe. Where states, because of inability to raise required matching funds or for other reasons, have been slow to draw on the Federal-aid credits, the blow falls heavier.

The BPR spokesman was quick to assert, however, that it is intended that the freeze will be temporary and that when the problems which precipitated the action abate the money will be available again to the states.

No public announcement was made of the action which became known when the Bureau sent a telegram to its regional and division engineers throughout the country. Word of the contents of the telegram soon be-

came known to newsmen. The Bureau then confirmed the development within a matter of hours after the dispatch of the telegram Nov. 23.

The action, the telegram said, was taken "in recognition of the need for reducing non-military federal expenditures as a contribution to the Viet Nam effort and the resultant program to reduce inflationary pressures."

"Obligations totaling \$1.057 billion were incurred from July 1 through Oct. 31, 1966, and the balance available for the eight-month period from Nov. 1, 1966, through June, 1967, is \$2.243 billion," the telegram continued. "Each state's share of the \$3.3 billion total is shown in table being distributed by instructional memorandum today, based on percentage distribution of 1967 and 1968 apportionments.

"Each state's obligations through Oct. 31 and balance available to next June 30 also shown in table. You should take steps to insure that each state's obligations will not exceed their share of the total \$3.3 billion as shown in the table, copy of which will also be available at AASHO meeting. Additional reimbursable obligation releases will be issued later in the fiscal year as necessary to cover total 1967 program."

The regional offices were instructed to advise the states immediately in the telegram, signed by Rex M. Whitton, Federal Highway Administrator.

Limitation on Federal-aid Highway Funds

The following table is a comparison of the funds available under the Federal-aid program. The left column shows the amounts the states were authorized to spend during the present fiscal year. The second column gives the total amount the states may now obligate out of the original authorization. The third column shows what the states had obligated through Oct. 31, and the final column shows the amount which remains available. By subtracting the right-hand figures from those on the left, the amount by which each state was cut back can be determined.

(Thousands of Dollars)				
State	Originally authorized to be allocated to states in 12 months Begun July 1	Limiting amount available for obligation year ending June 30, 1966 (\$3,300,000)	Obligated July 1 through October 31, 1966 (\$1,056,725)	Balance available through June 30, 1967 (\$2,243,275)
Alabama	\$ 83,170	\$ 68,685	\$ 23,125	\$ 45,560
Alaska	40,258	31,016	9,117	21,899
Arizona	58,083	48,110	15,338	32,772
Arkansas	36,452	29,772	19,093	10,679
California	347,923	289,184	79,366	209,818
Colorado	50,897	41,743	17,128	24,615
Connecticut	71,633	59,869	17,561	42,308
Delaware	9,587	7,774	1,007	6,767
Florida	86,514	71,401	26,659	44,742
Georgia	65,341	53,307	12,558	40,749
Hawaii	30,094	25,047	14,581	10,466
Idaho	26,483	21,683	6,910	14,773
Illinois	211,298	173,109	46,391	126,718
Indiana	87,477	72,084	37,954	34,130
Iowa	56,582	46,124	18,274	27,850
Kansas	41,679	33,823	2,120	31,703
Kentucky	78,042	64,595	15,907	48,688
Louisiana	90,797	75,426	25,807	49,619
Maine	19,876	16,264	10,345	5,919
Maryland	59,497	49,226	7,109	42,117
Massachusetts	80,687	66,874	24,424	42,450
Michigan	121,718	100,139	45,548	54,591
Minnesota	92,572	76,429	15,172	61,257
Mississippi	47,556	38,855	9,809	29,046
Missouri	98,125	80,924	13,845	67,079
Montana	44,608	36,563	11,381	25,182
Nebraska	31,702	25,690	9,356	16,334
Nevada	27,293	22,398	3,077	19,321
New Hampshire	18,657	15,421	4,014	11,407
New Jersey	96,856	80,363	23,882	56,481
New Mexico	48,018	39,640	3,019	36,621
New York	208,206	171,445	183	171,262
North Carolina	50,447	40,881	6,537	34,344
North Dakota	24,424	19,780	6,058	13,722
Ohio	221,269	183,778	93,230	90,548
Oklahoma	49,315	40,415	7,618	32,797
Oregon	65,833	51,121	15,550	35,571
Pennsylvania	185,338	153,242	65,025	88,217
Rhode Island	21,686	17,913	10,846	7,067
South Carolina	31,602	25,711	7,111	18,600
South Dakota	38,109	31,340	13,484	17,856
Tennessee	84,343	69,710	27,287	42,423
Texas	207,918	171,195	59,387	111,808
Utah	54,164	45,037	15,228	29,809
Vermont	25,119	20,898	11,741	9,157
Virginia	111,048	92,336	46,137	46,199
Washington	87,280	72,490	31,335	41,155
West Virginia	77,856	64,959	7,083	57,876
Wisconsin	47,274	38,286	5,537	32,749
Wyoming	37,887	31,433	11,787	19,646
Dist. of Columbia	44,801	37,404	29,486	7,918
Puerto Rico	6,602	5,088	198	4,890
	\$4,000,000	\$3,300,000	\$1,056,000	\$2,243,275

(Reprinted from Transport Topics)

Mr. Boyd told the state highway officials that the Administration took "this considered action in recognition of the need for reducing nonmilitary federal expenditures as a contribution to the Viet Nam effort and the resultant program to reduce inflationary pressures."

"There is no blinking the fact," he continued, "that this temporary cut-back in the highway program will create some hardships here and there. It will cause some dislocations in the program and require planning revisions. But this is a response to a rational need that responsible citizenship demands."

Price Stability

"Beyond this, however, I would remind you that inflation is a very real problem for state highway departments and each of you has a stake in holding it in check."

"For a decade or more, during which the highway program saw remarkable growth, it managed to largely escape the effects of the gradual creep in prices which was felt in most of the economy. The relative price stability in the highway program was made possible by improved management, machinery and materials, with consequent improvements in labor productivity, and fairly steady materials prices."

"The development of modern equipment has had a particularly strong influence on the cost picture. Between 1950 and 1965 average hourly earnings in Federal-aid highway construction rose 105 percent; the cost of owning and operating construction equipment rose 47 percent; and prices of materials rose 28 percent. Nevertheless, contractors' bid prices during this period rose only 26 percent. This was the result of raising the productive capacity of construction machines and the skill and efficiency of their operators, and of better management."

Labor Productivity

"The 163,800 on-site man-hours it took for \$1 million of construction in 1950 fell to 85,800 man-hours per \$1 million in 1965, in terms of constant dollars. The actual cost of labor was only 4.7 percent higher in 1965 than in 1950, despite the 105 percent rise in average hourly earnings. Gains in labor productivity, due largely to use of more and bigger construction machinery with greater

output per equipment operator, added up to 91 percent in the 15-year period."

Mr. Boyd said that the construction price index for the third quarter of this year rose 8.4 percent over the same quarter of 1965 and that excavation prices rose 18.6 percent. Structural steel, he said, rose in price by 51.1 percent.

Competition

"During the year," he continued, "we have seen a combination of rapidly rising average hourly wage rates and a reduction in the rate of increased productivity.

"Another factor which probably has had some adverse effect on bid prices has been a decline in competition. The number of bidders has decreased from an average of about seven per contract let during . . . 1958 to 1961 to about five since 1961."

He pointed out that roads have to be built out of funds received from a "relatively fixed income."

Efficiency

Mr. Boyd urged the state officials to make every effort to achieve greater efficiency, cost reduction and a renewed increase in productivity. He asked them to evaluate carefully capital expenditures in order to reduce inflationary pressures.

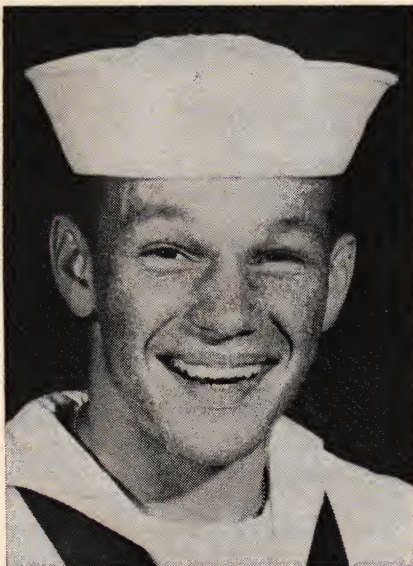
Much confusion accompanied the spread of news concerning the cutback. Some papers called it a \$1.1 billion reduction in expenditures and

Lifetime Card



George Wells (right), a 20-year member of Teamster Local 96 in Oakland, Calif., is shown receiving a lifetime membership card presented to him by Elton Bovey, vice president and business representative of the local union. Wells worked as a newspaper circulator.

Medal Winner



Adam M. Bednarczyk, Jr., aviation electronic technician 3/c, son of Mr. and Mrs. John P. Greeley (he is president of Teamster Local 676 in Collingswood, N.J.), recently was awarded the Vietnam Service Medal for flights in the combat zone.

that figure even was used at a White House press conference. The extent of the cutback, however, appeared to be \$700 million, plus the unobligated balance of credits which the states had from authorizations of previous fiscal years—the estimated \$1 billion. How much of the \$1 billion would have been spent in this fiscal year the Bureau could not say.

Strong objections to the cutbacks were voiced by several highway user groups. In Wichita the Kansas Highway Users Conference said it "views with grave concern" the plan to cut back a program which is already behind schedule.

George F. Kachlein, Jr., executive vice president of the American Automobile Assn., called the action "particularly unfortunate at a time when highway fatalities are at a record level."

Available Later

Kansas Gov. William Avery, in an address to the AASHO delegates, said the move was "directly opposite from the direction in which we should be going."

The BPR spokesman expressed assurance that the money withheld under the cutback will be credited to the Highway Trust Fund and presumably made available at some later time.

Highway Litter Can Kill

There may be more to carrying a litter bag in your car instead of tossing such things as throw-away bottles onto the highway than meets the eye. Your safety is involved.

The Connecticut Highway Department reports that during a three-year period when statistics were compiled, 621 automobile accidents were caused by vehicles striking or swerving to avoid litter on the roads. Because of these accidents, 261 personal injuries resulted, and 360 resulted in property damage. The economic loss from these accidents amounted to \$611,000.

The Connecticut Highway Department adds the footnote that "fortunately, no lives were lost during this period," but a leading insurance company estimates that 500 to 1000 motorists are killed or maimed annually due to highway litter.

Keeping America Beautiful is an admirable goal of the nationwide campaign against highway litter.

However, there is an even more selfish goal involved for motorists. Their lives may well depend upon it.

Litter in a litter bag, it seems, is worth more than litter for the road.

Holmes Honored



International Vice President Robert Holmes (right) of Detroit is shown receiving an award presented by Michael Fomusa, secretary-treasurer of Teamster Local 738 in Chicago, at the local union's recent stewards' conference. The award is made annually to those who have made outstanding contributions to labor and the community.

Target—High Prices**State Consumer Organizations May Unite with Housewives**

There are strong indications that some long-established consumer organizations will take a step toward joining with housewives groups to form a nationwide consumer organization.

Some 55 representatives from state and city consumer organizations gathered for the first time in Washington for a Consumer Consultation sponsored by the President's Office of Consumer Affairs, headed by Mrs. Esther Peterson.

The consultation took the form of a conference which discussed individual state and city problems and served to introduce these local consumer leaders to federal assistance programs as well as to each other.

Well-established organizations such as the union ladies auxiliaries, the Credit Unions, Consumers Union, Cooperative League of the U.S.A., General Federation of Women's Clubs, PTAs and various civil rights organi-

zations have united to form these organizations in at least 15 states and seven cities. Others are in the process of being formed.

The recent phenomenon of the housewives supermarket boycotts was conducted almost entirely outside these traditional organizations. The lack of contact showed that the older organizations have not reached this important group of consumers who are just beginning to realize the impact of their power in the marketplace.

The meeting sponsored by Mrs. Peterson's office served as a catalyst toward the establishment of a national consumers organization. As a result, a committee of seven headed by Father Robert McEwen of Massachusetts was chosen which will hold a meeting on January 19 at Mount Vernon, N.Y. for this purpose.

The labor movement has been traditionally involved in the consumer

movement, supporting it both financially and with manpower.

Mrs. Toby Lapakko, the head of the Minnesota Consumers League, is also a member of the Executive Board of the St. Paul Trades and Labor Council. The League is just a year old and has already spearheaded a reform drive against repressive state laws on the books.

The Texas Consumer Association has just gotten off the ground. It's headed by an economics professor from the University of Texas who became interested in the consumer movement after teaching courses on governmental regulatory agencies.

Dr. B. Joe Colwell says that his organization, which has broad labor, church and women's club membership, is out to repeal the States Small Loan Law which allows interest rates ranging from 116.6 percent up to 320 percent on loans under \$100.

Mrs. Jackie Walsh, president of the San Francisco Waitresses Union, is president of the Association of California Consumers.

It was this association which helped Governor Pat Brown fulfill a campaign pledge to establish the State Office of Consumer Counsel through legislation.

Bank Teller Rebels at Policy; Walks Picket Line All Alone

(The *Maryland Labor Press*, official publication of Teamster Joint Council 62 in Baltimore, Md., recently printed the following story:)

William Berish, bank teller, knows something of the loneliness of a long-distance runner.

He has been walking a picket line all by himself for a long time now.

Patton, Pennsylvania, has one bank, the First National Bank, and Berish was a teller there. One day last August his cash drawer was short \$3.90 and he was told to pay it out of his pocket.

That was the bank's policy: Shortages were to be made up by the employees, overages were to go to the bank.

Berish did not come up with the \$3.90. He requested a meeting with the Board of Directors to explain his objections and when that request was denied, he continued to voice his protest.

He was fired.

Just as he had not paid the shortage, so he did not just walk away. He made himself a sign, "First National Bank Unfair to Labor and Rights," and began picketing.

Berish has been getting support of sorts from the community. Some local businessmen and residents have given him cold drinks, sandwiches and fruit. A phone call to his home said he had "backbone."

People going into the bank sometimes say "sorry." They are not sorry enough not to use the only bank in town.

People walking by often have a cheery word for him. But no one joins him.

He remains a man walking alone, an embattled organization of just one.

Negative Reagan

The outlook for a continuing strong Consumer Counsel's office, however, is gloomy according to Mrs. Walsh.

The present counsel, Helen Nelson, is expected to resign shortly and no new counsel has been named. Governor-elect Ronald Reagan has said that closer attention would be paid to the complaints made about the office by the Retailers and Grocers Associations and other representatives of industry.

The Arizona Consumers Council is a relatively new group headed by John Haynes of the International Union of Electrical Workers. The Council is one of the few groups that worked closely with the housewives boycott. Haynes himself supports any move that would bring the housewives into a national organization.

Recently a group of Virginia women who had been boycotting the supermarkets decided that boycotts weren't effective enough. They set up the Virginia Consumer Council and its first project will be to repeal the state's 3 percent sales tax on food, long considered by the labor movement to be the most repressive of all taxes on the poor.

● Unemployment Pockets

In all, there are now 142 major areas with low or moderate unemployment and only 8 in the substantial unemployment classification of more than 6 per cent jobless.

The Department of Labor says the 8 areas still having job troubles are Fresno, San Bernardino, and Stockton, Calif., Fall River and Lowell, Mass., Altoona, Pa., and Mayaguez and Ponce, Puerto Rico.

● Holiday Proposal

The U.S. Chamber of Commerce polled its membership recently and found that 85 per cent of its members favor changing the dates of a number of holidays so they will always fall on Monday.

As a starter toward more 3-day weekends, the Chamber proposes having the following holidays fall on Monday: Memorial Day, Thanksgiving, Independence Day, Veterans Day, and Washington's birthday.

● Business Tax Bonanza

Internal Revenue Service records show that for the 3-year period beginning in 1962, the 7 per cent investment credit enabled business to reduce its taxes by a total of \$4 billion.

During the same period, depreciation increased by \$8.9 billion due in great part to the new depreciation guidelines also introduced in 1962.

During 1964, the latest year for which the figures are available, business claimed \$41.7 billion in depreciation and \$1.6 billion in investment credit on 1964 income tax returns.

● Kohler Settlement

Checks totaling \$4.5 million were sent in early December to some 1,349 former strikers of the Kohler Co., in Sheboygan, Wis.

The money included \$3 million in backpay and \$1.5 million for restoration of pension rights. The total sum was the final act in the settlement of a 12-year dispute between the United Auto Workers and the plumbing fixture firm.

The checks ranged from \$33 to \$14,389—the latter being received by a 79-year-old employee who retired during the strike, but was reinstated on the insistence of the union so he would be eligible for backpay.

● Commuters' Tax

The Illinois attorney general recently barred a plant in Illinois from withholding Iowa income tax

from the wages of Iowa residents commuting to work at the plant.

He ruled that an Illinois company is required under the state's law to pay each employee the full amount of wages due him on each regular pay day.

Illinois, added the attorney general, is not responsible for enforcing the revenue laws of another state.

● Banks Get Warning

The federal government has set up advertising standards for banks and savings and loan associations in an effort to bar misleading claims on rates of interest paid to depositors.

Noting that the standards are voluntary, the Federal Reserve Board reminded state banks that are members of the system that deposit accounts are subject to the anti-fraud provisions of federal securities law.

Similar letters were sent to banking institutions under their jurisdiction by the Comptroller of the Currency, the Federal Deposit Insurance Corp., and the Federal Home Loan Bank Board.

● Strike Panel

Federal officials and "outside academicians" only reportedly are on a panel appointed by President Johnson to explore possible ways for the government to deal with walkouts considered in conflict with the "public interest."

The White House said there were no representatives from organized labor or management on the panel.

Whether the panel's study will be the basis for legislative proposals or even a new Administration approach without legislation was left unclear.

● Taxes and Errors

Of 63 million personal income tax returns filed in a recent year, 4 million were found to have errors of one kind or another when the figures were run through a computer to check on inaccuracies.

Of the 4 million in error, said the Internal Revenue Service recently, nearly 500,000 taxpayers made mistakes that resulted in their paying more than they should.

All told, taxpayer errors on the returns resulted in a \$239 million shift. About \$94 million was returned to those who made arithmetical errors, said the IRS, and another \$145 million was paid back because of taxpayer "misinterpretation of the law."

● Paper Blizzard

Organizations in the American business and government world store an estimated one trillion pieces of paper in filing cabinets and desk drawers—adding an estimated one-quarter trillion pieces of paper to the total each year.

The House Post Office and Civil Service Committee, in a recent report, stated recently that the cost of paperwork to the federal government is more than \$8 billion a year. The total paperwork bill of the U.S. economy is estimated as high as \$100 billion a year.

● Outlaw Boycotts

Charles B. Shuman, president of the American Farm Bureau Federation, recently urged Congress to outlaw consumer boycotts of food stores that charge high prices.

Writing in the AFBF publication, Shuman complained not only about boycotts by housewives but also union-organized boycotts to force farmers to checkoff union dues from the wages of farm workers.

Shuman claimed higher food prices were caused by inflation rather than profiteering by food retailers, processors or farmers.

● Debs Shrine

The Eugene V. Debs home in Terre Haute, Ind., has been designated a National Historical Landmark by the Parks Division of the U.S. Department of the Interior.

Indiana named Debs' home as an official historic site of that state in 1965 by a resolution of the general assembly.

The Eugene V. Debs Foundation, formed in 1962, has owned and operated the home as a memorial to the great labor leader and humanitarian of the early part of this century.

The International Brotherhood of Teamsters contributed \$5,000 to the foundation to help repair the structure.

● Airline Net Income

Estimated net income for the airline industry in 1966 will be up about \$15 million over the \$222 million registered in 1965 despite a 43-day strike of machinists against 5 major airlines last summer.

George P. Hitchings, an American Airlines vice president, based the estimate on data covering 11 airlines as he issued the industry's economic outlook and year-end review.

● Teamster Organizing

Teamsters Union affiliates took part in more than 26 per cent of all representation elections conducted by the National Labor Relations Board last October, and won more than 28 per cent of all such elections that were won.

NLRB statistics show there were 584 single-union elections in October. Teamsters took part in 154

of them. There were 312 single-union elections won. Teamsters accounted for 89 of the victories.

Altogether, some 12,999 new union members came into organized labor through the victorious ballots, and 2,441 of them—or more than 18 per cent—selected Teamster representation.

● Future Labor Force

The labor force of the year 2000 will be deployed much differently from today according to a study made for the government by the National Planning Assn.

Changes in the percentage of workers in various occupations—between now and 2000—are expected to be:

Manufacturing, now 25 per cent, to drop to 18 per cent; trade, now 19 per cent, to drop to 17 per cent; miscellaneous services, now 18 per cent, to zoom upward to 28 per cent, and government employment, now 13 per cent, will go to 17 per cent.

There was only small change in the other categories with the exception of utilities, now 6 per cent, expected to drop to 3 per cent, and agriculture, now 6 per cent, expected to fall to 2 per cent.

● Medical Shortage

Manpower needs of medicare and other new health programs are forcing federal officials into a crash campaign to train more medical workers.

The Labor Department's Manpower Administration expects to enroll 52,000 persons in health occupation training courses this fiscal year—double last year's total.

Among the major groups needed are licensed practical nurses, nurses' aides, psychiatric aides, and surgical assistants.

● 'Copter Used in Strike

Non-strikers at the Union Carbide Metals Co. plant in Ashtabula, Ohio, were supplied by a company-rented helicopter in early December as striking steelworkers picketed the gates.

Helicopters made drops of provisions inside the plant fence about every hour. The non-strikers decided to remain in the plant when mass picketing began Nov. 29.

● Non-Competition

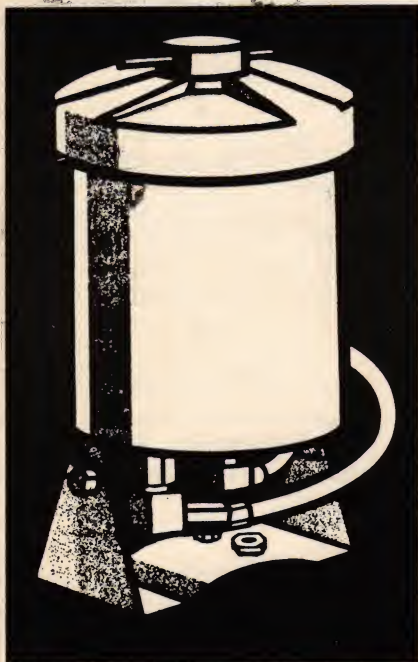
Price-rigging conspiracies uncovered by the government seem to be on the increase, underscoring the hypocrisy of some businessmen who profess loyalty to the free enterprise principle of competition.

Recent price-fixing prosecutions have developed in Kansas City, Kan., where 9 oil firms entered pleas on federal charges of fixing liquid asphalt prices; in Billings, Mont., where 9 companies were indicted for illegally fixing prices for dairy products; in Columbus, Ohio, where 3 companies were charged with fixing prices on motorcycles and parts.

None of the cases, however, compare with the scandalous price conspiracy engaged in by major electrical equipment manufacturers a few years ago.

WHAT'S NEW?

Oil Cleaner Eliminates Future Oil Changes



A national distributor is offering the pictured unit which, when installed on an auto engine as a by-pass, eliminates future oil and cartridge changes. It is claimed that it has proven itself in the field over a four year period. Retailing at \$27.95 and in lots of 50 or more for \$23.00, it can be installed in 45 minutes and changed from car to car. Each unit also carries an insurance policy up to \$25,000 against damage from broken hose etc.

Weight and Space Saving with Containers

A firm is presenting Alcoa aluminum collapsible containers that are strong enough to hold more than one and a half tons, yet which weigh only 85 pounds. With an inside capacity of 36 cubic feet of space, their legs are designed for four-way access by the forklift—they can be picked up from any side and make stacking easy.

When the crates have been emptied and are ready for return, the tops and sides lift out of channels and lock

compactly inside the framework of the legs so that seven are returned in the same space taken by one assembled one.

Tags Identify Tools Carried in Trucks

Pilferage is discouraged and inventory taking speeded up by affixing identification tags to tools carried in trucks. Standard and custom tags, decals, plaques and badges for keeping track of equipment and hand tools are being offered in a new line. They are available in stamped brass or aluminum, etched or lithographed aluminum or plastic.

All Plastic Vacuum/ Blower Hose Offered

A rugged, crush-proof, non-wire, all plastic hose is built to take normal abuse encountered in the construction and materials handling fields that can be easily cleaned and is non-toxic. It is economical enough to permit carrying a special hose for each material to be transferred. Available in diameters up to 3 inches and in lengths up to 60 feet.

Versatile Cleaner Sterilizes Equipment

To safely clean and sterilize personal equipment such as goggles, masks, boots, gloves, etc., comes a sterilizer, cleaner, deodorizer and disinfectant that is odorless, concentrated, non-inflammable, non-solvent and non-toxic. Additional uses include cleaning and sanitizing toilets, lockers, showers and general area mopping and cleaning.

Penetrating Chemical Frees "Frozen" Bolts

A new penetrating chemical is being marketed that is said to cut the time required to free "frozen" bolts and nuts that have become "welded" together by corrosion or are gummed with grease. Not only does this compound free the locked parts but it also prevents any immediate corrosion to

the same parts. Several advantages are cited by the distributor: the chemical will not congeal nor will it stain fabrics if it has to be used inside the vehicle. Available in 12- and 16-ounce aerosol cans, it can also be obtained with a 5-inch extender nozzle.

Offer Improved Ignition System



Full horsepower at any speed from idle to 9000 RPM and over is promised by the new, improved electronic-transistor ignition system because the Cary unit is temperature compensated to give constant output through all temperature ranges.

Because there is no capacitor needed with the Cary unit point life is greatly extended due to the fact there is only a constant, 12 volts across the points resulting in no arcing, burning or pitting.

A highly intensified spark gives complete combustion, offering longer, better plug life. Over-the-road users have reported increased gasoline mileage and greatly decreased maintenance costs.

Designed to be installed in all popular 12 volt engines, complete interchangeability with stock is promised.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Considerate

Two New York City sharpies won \$60,000 shooting dice at the Sands Hotel in Las Vegas. (That'll be the day.) Anyway, they won all this money and were exultant.

Said the first, "Let's go back to New York, Bill."

Bill: "O.K., how do you wanna go?"

Fred: "Let's take a cab."

So they called a cab, and Fred said, "You get in first, Bill. I'm getting off at 79th Street."

Too Old

A customer had complained about the pastry. "I was making pastry before you were born," replied the indignant cook.

"Maybe," replied the customer, "but why sell it now?"

Witty Wag

The operator was about to close the doors of the crowded elevator when a tipsy gentleman pushed his way in. As the car started up he tried to turn around to face the door, but was wedged in so tightly he couldn't move.

The other passengers stared into his bloodshot eyes with growing embarrassment. Finally, when the general strain became unbearable, the tipsy man cleared his throat and said: "I eckspect you people are all wonderin' why I called thish meetin'?" Well, first thing, our westbound freight is terrible outta balance. . . ."

Woozy

"How's the wife, George?"

"Not so well, old boy. She's just had quinsy."

"Gosh! How many is that you have now?"

Federal Case

The other day a friend of mine named Harry walked into a cigar store and said to the salesgirl, "I'd like to buy a carton of cigarettes."

The salesgirl smiled, said, "There are so many brands. Which one would you like?"

My friend, Harry, thought for a moment, then mentioned a particular brand, whereupon the following conversation took place.

Salesgirl: Do you want the soft pack or the crush-proof box?

Harry: Soft-pack.

Salesgirl: King-size or regular?

Harry: King-size.

Salesgirl: Filter-tip or plain?

Harry: Filter-tip.

Girl: Menthol or mint?

Harry: Menthol.

Girl: Cash or carry?

Harry: Forget it . . . I've broken the habit.

Speaking of Golf

Magellan went around the world in 1521 . . . which isn't so many strokes when you consider the distance.

Not So Hard

Traffic rate clerk: "My girlfriend is a twin."

OS&D clerk: "She is? How can you tell them apart?"

Traffic rate clerk: "Her brother is built differently."

Tall Story

The old prospector was talking to his visitors from the East.

"There I was," he said, "the grizzly bear down in the canyon behind a tree. The only way I could hit him was to ricochet a bullet off this high canyon wall on my right. Well, I had gauged my windage, calculated the lead of the barrel and the rate of twist, the hardness of the bullet and the angle of yaw it would have after being smacked out of shape against that canyon wall, and I judged my chances were 60-40 that I would get my bear."

Then one of his listeners asked rather timidly: "Did you hit him?"

"Nope," spat out the old man. "I missed the wall."

The Cure

"Doctor," said the pretty nurse, "every time I take a patient's pulse it gets faster. What shall I do?"

"Blindfold him!"

Her Income

"And upon what income do you propose to support my daughter?"

"Five thousand a year."

"Oh, I see. Then with her private income of \$5,000 a—."

"I've counted that in."

Waste of Time

Reporter: "Tell me, Pop, to what do you attribute your longevity?"

Retired Truck Driver: "Well, it's thisaway, sonny. I never waste no energy resisting temptation."

Long Pause

Sergeant—Private Jones?

Voice—Absent.

Sergeant—Quiet! Let Jones answer for himself.

Handicap

Reefer Driver: "Boy, oh boy, oh boy, is she some doll?"

Tanker Driver: "Come down out of the clouds, Daddyo, and tell us who you're talkin' about."

Reefer Driver: "Where you been so long? You mean you haven't seen that dazzling new blonde waitress up at Mac's Diner?"

Tanker Driver: "Naw, never heard of her, much less seen her."

Reefer Driver: "Well, you better hurry on up there and feast your eyes on her, 'cause Mac's letting her go at the end of the week. His crowd has picked up but his business has fallen off terribly since she's been there."

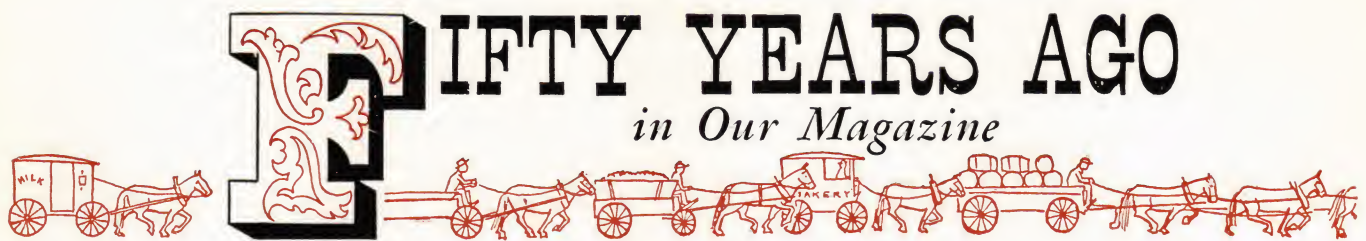
Tanker Driver: "I don't get it. If his crowds are bigger, why has his business fallen off?"

Reefer Driver: "Well, you figure it out. How can a fellow eat any food with his tongue hangin' out?"

Get Lost

My parents were very fond of me.

Lots of times when I came home from school, I'd find all the doors to the house closed tightly. I'd ring and ring, and finally my folks would slip out notes saying, "Go away, no one is home."



Vol. XIV

(From the January, 1917, issue of the TEAMSTER)

Number 1

IBT Fights To Win Federal Local 8861

An Editorial

Agitation Lifeblood of Unionism

The Editor desires to extend to all of our members the wish for a happy, pleasant and prosperous New Year, and we trust the work of the coming year will exceed, if it could be possible, the splendid work and achievements of our organization during the past year.

First, let it be understood that the success of the International Union depends to a great extent on the earnest work put forth by the local unions and by the officers of the local unions, and it should also be understood that the success of the International Union materially benefits all local unions. The past year has been a year of great success, financially and numerically for the International organization. It has also been a year of great stress and trouble. Never in the history of the International has there been as many strikes and as much agitation going on among our membership. This is as it should be. An organization that remains dormant, or without any aggressiveness, will not live. Unions and the members of unions must be up and doing, watching, working and sometimes fighting, for their interests and for their rights. Unless you are on the lookout for danger, you will be confronted with danger and will be found unprepared. The union that is not alert and alive every day in the year is not going to be a success and can not fulfill its mission in the world of toilers. Of course, there are certain times during the year when we need excessive energy, and especially is this true when we are about to prepare a wage scale and are endeavoring to have same agreed to by our employers. It is then that we should be watchful and careful, but when the wage scale is agreed to and is working, the great mistake is then made by the rank and file, because they believe that everything is over for the next three or four years and they remain away from the meetings, simply calling at the office to pay their dues with no special interest in the welfare of the organization. For this reason they are sometimes confronted with a serious situation before they know just what is going on. A member of our union in good standing should take a special interest in his union not only while the wage scale is up, but he should attend at least one meeting a month. Only in this way can he keep informed as to the workings of the local union and the conditions surrounding his special position in life.

Teamsters Petition AFL To Take In Membership of San Francisco Unit

Because of the disturbed conditions existing in the milk industry in San Francisco, resulting from several misunderstandings between Local Union No. 226 of the International Brotherhood of Teamsters and Federal Union No. 8861, we respectfully request the executive council of the AFL, in the interests of both parties, that the International Brotherhood of Teamsters and Chauffeurs be granted jurisdiction over the membership of Milk-ers' Union 8861.

"1. The membership of this union who work around dairies come closely in contact with the drivers and when any misunderstanding arises it becomes necessary for the representative of the drivers' union to adjust the difference.

"2. The conditions of the membership of the Federal Labor Union 8861 can be materially benefited if this membership becomes part of the membership of the respective local union of Milk Wagon Drivers, chartered under the Brotherhood of Teamsters.

"3. For several years the question of amalgamation of the Milk Wagon Drivers' Union 226 and Federal Labor Union 8861 has been under consideration and terms of

agreement were reached recently by a committee representing the San Francisco Labor Council, the Milk Wagon Drivers' Union No. 226 and Federal Labor Union 8861. Recently the Federal Labor Union has refused to carry out this agreement.

"If the executive council of the American Federation of Labor, in the interests of peace and harmony in the district of San Francisco, and surrounding that city, can see its way clear then:

"We respectfully request the council to give this matter its immediate consideration, as a much-disturbed condition exists in San Francisco at the present time as a result of the controversy going on between both unions."

We have been informed by the council since that our request in this matter was granted and this Federal Union of Milkers and Helpers will be requested to bring about an amalgamation with our Local Union No. 226 of San Francisco within the next ninety days. Failing to comply with the decision of the council in this matter, the Federal Union charter will be revoked by the American Federation of Labor.

Order Your Life

You won't stay long; make your stay worth while. So order your life that somebody will be glad you are alive and somebody will be sorry when you are dead. — Henry Dickerson.

KEEP A LOOKOUT

... Some of the

Wintersports

End up on

the

Highway

